

EUROPEAN NEWS

At the mercy of one man's whim

Leyla Boulton on Georgia's prospects under its idiosyncratic leader

SANCTION for the break-up of the Soviet Union means that republics bent on independence are suddenly having to switch from freedom-fighting to nation-building. The turmoil in Georgia, which sees itself as next in line for recognition after the Baltics, provides a crash-course in the difficulties of making the transition.

A land of wine, exuberant hospitality and maddening internal quarrels, Georgia has always been beset by its own contradictions. A Christian nation open to outside influences, and a successful democracy for three years until it was invaded by the Red Army in 1921, it is still best known as Stalin's homeland.

Today, this easy-going nation of five million people is in the clutches of a nationalist president who building a dictatorial regime very similar to the communist autocracy he once fought as a dissident. President Zviad Gamsakhurdia's Stalin-like mixture of paranoia and charm, only distract attention from the fact that this former English lecturer makes a very bad policy-maker.

"A lack of professionalism will kill us," sighed Mr Tigran Sigua, who quit as Georgia's prime minister to join the ranks of an increasingly self-confident opposition which, since last month's abortive Soviet coup, has been calling for the president's resignation.

The fact that the gradual Soviet decay, culminating last month in the collapse of centralised communist rule, has brought to power nationalist leaders with no previous experience of politics does not necessarily spell disaster. Neighbouring Armenia for instance has found a deft and level-



headed leader in Mr Levon Ter-Petrosian, a former historian.

But a cocktail of new political institutions plucked from western tradition – including French-style prefectures and an over-powerful president – has tied Georgia's fate to the whim of one man who takes erratic decisions on everything from economic policy to nominating university rectors.

A lack of political maturity means that many Georgians still trust him implicitly despite the fact that his security police opened fire on protesters this month and that he calls all his critics liars, criminals, or "enemies of the people". Laura, a laboratory worker in Stalin's home-town of Gori, exemplifies the blind support the president enjoys even among educated people.

"It's a lie that Gamsakhurdia is a bad man," she says simply. But if street rallies, the defection of his National Guard, possible student protests (when the president allows the academic year to start), or parliament (when the president dares convene it) do not remove him, he may well

fall under economic pressures. With shops much less well stocked than a year ago, and prices sharply up, Georgians could start voting with their stomachs this winter.

Having vowed to replace the crumbling state-planned socialist economy with a free market system, Mr Gamsakhurdia is now being accused of preserving state control over the economy in order to preserve his own power.

According to Mr Sigua, the president is dragging his feet over land reform even though a speedy transfer of land to peasants would quickly help boost food supplies and enable industrial components and markets.

The Soviet Union is littered with inter-ethnic problems of this type, which the old central authorities had an interest in stoking up to stop republics from seceding. But following the coup attempt and the replacement of hard line security and military men in Moscow it was hoped that such issues could be discussed in a spirit of compromise.

Mr Stanislav Kochiev, a South Ossetian spokesman, admitted this week that the conflict between Georgian and Ossetian nationalists had indeed been exploited by Moscow before the coup attempt. But Mr Gamsakhurdia, who has tried to suppress their attempts to break away from Georgia by violence, seems unprepared to start talks, telling journalists that everything they knew about violence in Tskhinvali, the South Ossetian capital, was "lies".

His opponents warn that recognition of Georgian independence by western governments, the one big political prize he is still seeking, could make the life of his people more difficult by removing all barriers to his rule. Mr Gamsakhurdia replies that all present ills can be blamed on the "transitional period" and will end as soon as Georgia is recognised as an independent state.

"There will be economic co-operation but no economic union because that will be a new form of the Soviet Union,"

he said, disregarding the fact that much of Georgian industry is heavily dependent on the rest of the union both for industrial components and markets.

Recent weeks have also seen a rekindling of ethnic passions in South Ossetia, just two hours' drive away from Tbilisi and a convenient distraction from Georgia's internal political problems.

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Paranoia and charm: President Gamsakhurdia addressing his supporters on Wednesday night

Top Soviet economic reformers take the helm

By John Lloyd in Moscow

TWO of the best known reformers are expected to take the top jobs in economic management of the Soviet Union following the resignation of Mr Ivan Silayev.

Mr Arkady Volsky, president of the Scientific Industrial League which represents Soviet state and private business, is thought likely to succeed Mr Silayev, the Russian prime minister, as chairman of the Committee for the Management of the National Economy – which now acts as the Soviet government.

Mr Volsky, a former Communist Party Central Committee member and close ally of President Gorbachev, is deputy chairman of the committee.

Mr Grigori Yavlinsky, the member of the committee responsible for economic reform, is slated for the job of chairman of the Inter-Republican Economic Committee – the body which will oversee the common economic interests of those republics which sign an agreement to be part of a new Soviet "common market".

Mr Silayev said he was quitting after a sharp disagreement with Mr Yury Luzhkov, a fellow committee member, who accused Russia of riding rough-

shod over the interests of the other republics.

Mr Silayev yesterday refused to explain his resignation, saying it was a matter for the State Council.

Behind his decision, however, lies a series of bitter disagreements within the Russian and Soviet leaderships – which Mr Gavril Popov, the mayor of Moscow, yesterday said was a bigger threat to future stability than "reactionary forces" still lurking in the state structures.

Mr Yavlinsky's plan for an economic agreement is now the favourite. Other proposals are now said to be either in line with Mr Yavlinsky's, or too soft on central discipline to be serious contenders.

Mr Yavlinsky has already presented a draft economic treaty to the State Council which proposes a banking and monetary union exercising tight control over budgetary and financial policies of the member states in order to curb inflation and budgetary deficits. He will present a further plan for co-operation with foreign governments and international institutions offering emergency and longer-term aid to the Soviet Union at Monday's session.

Mr Borovol has threatened a "business strike" which would see the private sector transfer their operations to St Petersburg, or other Russian cities.

Air force 'was ready to bomb Kremlin'

By David White, Defence Correspondent

THE prospect of an early decision to eliminate all short-range nuclear weapons deployed with NATO armies in Europe were confirmed yesterday by Mr Manfred Wörner, the organisation's secretary-general.

But he said the question remained whether NATO should scrap the weapons unilaterally or seek a formal agreement with Moscow on the lines of the 1987 INF treaty. That treaty banned US and Soviet ground-based nuclear missiles with ranges of between 500km and 5,500km.

NATO leaders agreed last year to remove the allies' entire stockpile of about 1,500 nuclear artillery shells if the Soviet Union did the same. This decision followed the abandonment of plans to update NATO's ageing Lance nuclear missiles.

Plans for a drastic reduction in the number of US warheads in Europe – estimated at about 3,700 including aircraft bombs – are expected to be agreed by defence ministers next month. Mr Wörner said a formal decision was likely to be made at the Nato summit in Rome in November.

Mr Richard Cheney, the US defence secretary, accepted last

weekend that land-based nuclear weapons would be consolidated within the Russian federation, no such transfer had yet begun.

US-Soviet talks on short-range nuclear arms were due to start this year following the conclusion of the CFE treaty cutting conventional weaponry across Europe. But NATO has been divided about the desirability of pressuring ahead with nuclear negotiations.

Both the US and Britain have argued that a treaty would be difficult to verify. They are also trying to pressurise plans for a new generation of nuclear missiles deployed by aircraft, as a means of maintaining a "sub-strategic" nuclear capability in Europe.

Mark Nicholson adds from Moscow: Mr Boris Pankin, the Soviet foreign minister, said he would hold further talks today with Mr James Baker, the US secretary of state, on bilateral issues, including nuclear arms.

Mr Pankin said he had already offered assurances that there was "no room for concern about the possible decentralisation" of control over Soviet nuclear forces.

He added that although Mr Boris Yeltsin, the Russian president, accepted last

EC visitors find Union collapsing round them

By David Buchan in Kiev

THE jaws of Mr Frans Andriessen and his fellow Eurocrats have dropped steadily lower in astonishment this week, as they have found economic and political disintegration proceeding with equal speed in current and former Soviet republics.

Hours after Mr Andriessen, the EC external affairs commissioner, was presented with an Ecu15bn (£5.9bn) to Ecu16bn request for extra food aid by Mr Ivan Silayev, the Russian prime minister, reports came in that the premier had resigned from the committee temporarily running the Soviet economy.

Mr Andriessen is charged with finding out who is in authority in what is left of the Union. He said: "If I have to deal with 10, 11, 12 republics, then my task of delivering EC aid is enormously more complicated."

"I have to deal with a dozen republics my task is enormously more complicated" – Frans Andriessen

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Italian employers warn recession has begun

By Robert Graham in Rome

THE Italian employers' federation, Confindustria, has warned that the economy has entered a recession and is projecting growth this year will fall below 1 per cent, with inflation obstinately above 6 per cent.

This is the gloomiest view yet of the Italian economy and contrasts sharply with the Andreotti government's belief that the country can avoid a formal recession. Earlier this year the government predicted GDP would grow by 2.7 per cent but subsequently revised this to 1.6 per cent.

The warning of a recession comes at an awkward moment for the government, which faces an election in eight months. He is thus reportedly reluctant to squeeze public spending, initiate structural reforms and preside over a recession that would prejudice his Christian Democrat party at a time when Italian politics are in a state of flux. In an effort to balance these pressures, ministers are this week holding a series of meetings with both the employers and the trade unions.

The Confindustria economic forecast contains an element of self-interest. Employers fear they will be called upon in the budget to assume a greater fiscal burden and are therefore warning in the current climate of slim order books and high

wage costs that they can bear up in consultation with the EC. The Italian authorities have been made well aware in recent weeks that without better housekeeping the country risks falling into the second division of the Community after 1992.

But equally Mr Giulio Andreotti, the prime minister, faces an election in eight months. He is thus reportedly reluctant to squeeze public spending, initiate structural reforms and preside over a recession that would prejudice his Christian Democrat party at a time when Italian politics are in a state of flux. In an effort to balance these pressures, ministers are this week holding a series of meetings with both the employers and the trade unions.

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Reducing inflation will be costly, OECD tells Swiss

By William Duliforce in Geneva

SWITZERLAND'S stubbornly high inflation is a home-made problem, the Organisation for Economic Co-operation and Development says in its latest annual review of the Swiss economy. It says disinflation of Europe's richest economy may be more protracted and costly in terms of lost output and employment than in previous periods of inflation.

The OECD's warning that high wage increases for 1991 already carried a risk of fueling price inflation, followed an announcement earlier this week that the biggest Swiss trade union would seek full compensation for price rises in this autumn's negotiations on 1992 wage levels.

In the short term there is no alternative to the restrictive monetary policy of the National Bank, the OECD secretary says. For the longer

term it makes several recommendations. These include:

- a revision of the mechanism which ties housing rents to mortgage rates;
- reform of the federal tax system;
- further dismantling of domestic cartels
- a scaling back of subsidies to agriculture.

By now it is generally accepted that the National Bank made a mistake by easing monetary policy immediately after the stock exchange crash in October 1987. Swiss consumer price inflation accelerated from a trough of 0.6 per cent in 1986 to an average of 5.4 per cent in 1990.

Last year, for the first time in more than a decade, Swiss inflation exceeded the weighted OECD average (excluding Turkey) and, significantly, has been higher than

inflation in Germany, the main trading partner. The latest figure is an annual rate of 6 per cent in August, down from 6.6 per cent in July. Most Swiss economists expect the rate to fall to 4 per cent or lower next year but the OECD says inflation will still be relatively high by Swiss standards at the end of 1992.

The OECD's short-term projections for the Swiss economy nevertheless indicate its underlying strengths. The slowdown is forecast to lead to a GDP increase of only 1 per cent this year and 1.7 per cent in 1992. But industrial output is expected to grow 2 per cent this year and 3 per cent next; exports, benefiting from strong demand in Germany, are set to increase by 3 per cent each year while growth in imports should pick up from 2.5 per cent this year to 3.2 per cent in 1992.

Brussels worried about slow passage of 1992 laws

THE European Commission will today warn EC ministers that the efficiency of the single European market could be severely hampered unless they throw their political weight behind several important measures now jammed at various points in EC or national legislative machinery. Andrew Hill writes from Brussels.

That compares with 50 which are on the Brussels priority list. Of the measures adopted, many have not been implemented by national governments.

Among the most important measures likely to be held over until next year are the proposal for a European company statute, and three company law directives, including one dealing with cross-border

mergers and one with takeovers.

Decisions on those measures "can be ruled out this year unless there is significant political reorientation", says the Commission. That could delay a genuine single market until beyond the target date of January 1993.

The Commission's latest thoughts on progress towards a barrier-free European market will be put to internal market ministers at an informal meeting in Amsterdam today and

tomorrow. Ministers will also consider what needs to be done to clear away the last frontier controls in some member states on everything from homing pigeons to walkie-talkies. "After all the efforts that have been made to dismantle frontier controls, it would be beyond understanding if such controls were retained for certain specific products and for certain member states," says the Commission in a second working paper.

Swedish ruling party trailing on eve of poll

By Robert Taylor in Stockholm

SWEDEN appears to be heading towards a non-Socialist parliamentary majority in the country's general election on Sunday but there are signs of a late surge in support for the ruling Social Democrats, according to the final eve-of-poll survey carried out today's Svenska Dagbladet, the leading Swedish newspaper.

The survey indicates 37.7 per cent of those questioned will vote for the Social Democrats, compared with 43.2 per cent share of the vote they received in the last election three years ago. But this is a better result than in other recent surveys and it will encourage prime minister Ingvar Carlsson.

However, the poll, conducted by SIFO, suggests 53.3 per cent of respondents will support one of the five non-socialist parties. The right-wing populist New Democracy seems to be fading in the polls.

The other four non-socialist parties took 48 per cent between them in the poll, just enough to win a parliamentary majority. The Moderates took 21.5 per cent of the vote, the Liberals 10.9 per cent, the Centre 8.4 per cent and the Christian Democrats 7.2 per cent.

But the outcome could hang on what happens to two other parties. The Communists - now called the Left party - will receive only 4.9 per cent of the vote, according to SIFO, and could lose their seats in parliament, while support for the Greens, at 3.6 per cent, appears to be rising slightly.

Polish factory occupation ends

OVER 3,000 workers at the financially troubled Star truck factory in Starachowice, 130km south of Warsaw, have ended a four-week occupation after promises of financial support from the Polish government. Christopher Robinski reports from Warsaw. Lazarus's, the UK merchant bank which is advising Star, has told the government a foreign company is interested in investing in the truck-maker.

The package includes a £145.6m (£23.2m) government loan which will enable the factory to produce a new light truck. The government will also guarantee a £1.1m loan to buy 350 Perkins engines for a trial series of the new vehicle.

• Volvo of Sweden is holding talks with Jelcz, another ailing Polish truck maker, on a joint venture.

Aids conference for Amsterdam

NEXT year's international conference on Aids is to be moved from Boston to Amsterdam, in protest at the US government's discriminatory immigration policy against people infected with HIV, the virus that causes the disease, Clive Cookson, Science Editor, writes.

Dr Jonathan Mann of Harvard University, the conference chairman, announced the new location in London yesterday at a meeting of people with HIV and Aids.

Unlike European countries, the US maintains an immigration ban on people known to be HIV positive. The Bush administration has refused to lift the ban, even though most medical experts maintain it is unfair and unnecessary, since HIV spreads only through blood or sexual contact.

Spanish inflation slowed in August

SPANISH consumer prices rose by 0.4 per cent in August, following a sharp 1.2 per cent increase in July. The moderate rise has encouraged the government to predict a fall in the inflation rate over the coming months, Tom Burns writes from Madrid.

The August CPI put the accumulated price rise in the first eight months at 3.8 per cent and kept the 12-month figure unchanged from last month at 6 per cent.

Although the target of 5 per cent inflation at the end of this year, down on a 6.5 per cent rise in December 1990, now appears to be beyond reach, the economy ministry is confident that inflation will be below 6 per cent at the end of 1991.

Spanish unemployment dropped marginally in August to 14.5 per cent of the active labour force.

WORLD TRADE NEWS

Tokyo fears fresh salvos over trade surplus

The big worry is that US recovery will be matched by a rise in Japanese exports, Robert Thomson writes

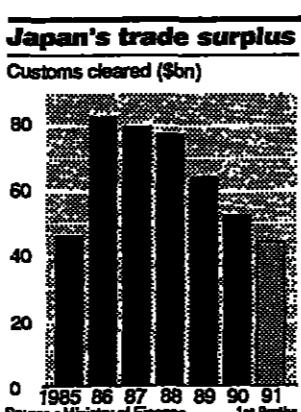
FOR the past few months, the Japanese government has hoped the outside world would ignore the flow of figures suggesting that the trade surplus, supposed to be headed towards politically insignificant levels, was growing embarrassingly large.

"Special factors", such as currency and oil price fluctuations, were blamed for the large year-on-year surplus increases, the most recent a 6.4 per cent rise for August announced on Wednesday.

While these "special factors" have exaggerated the increase, Tokyo now concedes that this year's surplus could be uncomfortable - close to the 1988 record of \$32.7bn (£24.9bn) and that the figure alone could provoke trade friction.

The biggest worry of all is that the stirrings of US recovery will be matched by an increase in Japanese exports. While the surplus (up 2.3 per cent to \$32.8bn in the first half) has been on the rise, US criticism has been muted because of a fall in the bilateral surplus for four consecutive months - but, in August, the US surplus was 5.8 per cent higher than last year and the trend was turned around.

That announcement coincided with a proposal by the



record figure, the mix of Japanese trade has changed significantly over the past five years. Asia has replaced the US as the most important trading region, manufactured imports have risen, and overseas production bases have increased. Yet the most serious trade "problem", the competitiveness of Japanese products, remains.

Tokyo did all the right things post-1985, having overseen an appreciation of the yen, stimulated domestic demand, opened up markets, and run import promotion campaigns. But the slowing of the improvement this year and the surge in capital investment

confident that this year will be a blip on the graph, foreign economists based in Tokyo are competing to come up with enormous figures for the Japanese surplus in the next year or two. Estimates of \$100bn for calendar 1992 are common, and the figure for the current year is reckoned to be somewhere between \$70bn and \$85bn, with the "special factors" of oil prices and currency responsible for about \$20bn of that.

Meanwhile, the current account surplus, which includes invisible trade, is also on the rise. It was up 13.6 per cent in the second quarter and, after falling from \$87bn in 1987 to \$35.7bn last year, is widely expected to be between \$30bn and \$35bn this year. The Gulf War prompted some Japanese to cancel planned overseas trips earlier this year, and that has had the effect of increasing the current surplus, while the "special factors" have again exaggerated the overall rise.

Special factors aside, Tokyo will be pressed in coming months by its trading partners to be seen to be acting over the very visible surplus. The large end-year figure could inspire vote-conscious US Congress representatives to suggest nothing has changed, and to seek a tougher line.

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US asks for Gatt conciliation in row over Airbus subsidy

THE US has taken its argument with the European Community over subsidies on Airbus airliners one step further with a request for conciliation from the General Agreement on Tariffs and Trade (Gatt), a US trade official said yesterday. Reuters reports from Geneva.

Washington asked for conciliation - the last necessary step before it is entitled under Gatt to file a dispute panel ruling - three weeks after formal consultations with the EC had failed to resolve the Airbus argument.

Those consultations had not led to a mutually satisfactory result.

Washington charges that big subsidies on the airliners enable the four-nation Airbus consortium to rob market

share from its US rivals, Boeing and McDonnell Douglas. The official said Gatt's subsidies committee, to which the US complaint has been made, would meet on October 26 to try to reconcile the two sides.

If the dispute remains unresolved, the US can then request a dispute panel 30 days after requesting conciliation. Its conciliation request was made on August 21.

If the subsidies committee adopts the panel findings, the parties are expected to abide by them.

The EC contends the dispute should be considered under Gatt's more lenient Civil Aviation Code, which takes into account "special factors" which apply in the aircraft sector, in particular widespread government support.

Taiwan shelves China tyre factory project

TAIWAN has shelved an application for the island's biggest investment project in China because of fears that growing economic ties will make Taipei vulnerable to political pressure, officials said. Reuters reports from Taipei.

The investment Commission put on hold an application by Cheng Shin Rubber Industrial Company to invest \$20m in a tire plant in China's coastal city of Xiamen, a commission spokesman said.

He said the cabinet's Mainland Affairs Council, which formulates Taiwan's policy towards China, had expressed concern about the large size of the investment.

Senior officials have said in recent months, however, that they may impose curbs on investment in China because Beijing could use its control over the projects to blackmail Taiwan.

Economists estimate that Taiwanese businessmen, trying to escape soaring land and labour prices at home, have poured more than \$2bn into at least 2,000 investments in China since the late 1980s, when political tensions began to ease.

Final amount and prices of the projects are still under negotiation.

It will be the fourth such agreement since 1989.

Farm trade reform 'could feed hungry'

ANY LIBERALISATION of agricultural trade through Gatt is likely to result in a considerable increase in what is called food aid, Geoff Tansley writes.

Although official cereal food aid has stabilised at about 11m tonnes, as much as 80m tonnes of the cereal trade could fall into the category of aid, Professor Hans Singer told the Development Studies Association conference.

Total imports of food to developing countries are about 80m tonnes, but only 30m tonnes are strictly commercial. Prices for that 30m tonnes are depressed by EC, Japanese and US policies.

Prof Singer believes the question of definition will become important if a Gatt agreement is reached which includes the draft guideline excluding "genuine" food

Thomson VCR production for Singapore

THOMSON Consumer Electronics (TCE), the leading French maker of audio and video equipment, is to shift production of its cheapest video-cassette recorders (VCRs) from Berlin to Singapore, William Dawkins reports from Paris.

The move is triggered by rising costs following German unification and the continuing price war in the 10m-unit-a-year European VCR market. TCE officials said.

It is the latest example of a

European electronic group seeking to boost output of mass-market goods in the low-labour-cost countries of south-east Asia.

The move means the workforce at the 1m-unit-a-year capacity Berlin plant will be cut by 250 from 730. The remaining production will be reserved for the European sales of VCRs, the Japanese electronics company.

TCE and JVC have had a joint venture, called JST, producing VCRs in Europe dating

back to 1982 when Telefunken linked up with JVC a year before TCE bought the German group.

TCE's Singapore plant, opened two years ago, is run as a joint venture with TCE. TCE plans to open by the middle of next year a new VCR plant in Germany, probably at its TV research and development centre in Villingen, to make top-range machines likely to sell in France for FFr5,000 (£500) or more.

TCE's links with JVC are

also being reorganised. The French group owns the Berlin plant 50 per cent with JVC, which is now to take a controlling stake in the venture.

By contrast, TCE will take a controlling stake in the new plant, with JVC as minority partner.

They will continue to have equal shares in a French plant making mechanical components for VCRs, while JST will still be owned 50 per cent by the French and Japanese partners, Thomson officials said.

JAPANESE companies and the Soviet Union are expected to sign a new agreement by the end of the month to barter Siberian timber for Japanese construction equipment, according to the Japan-Soviet Business Co-operation Committee, a Japanese business group.

INTERNATIONAL NEWS

Police arrest four at Fuji Bank

By Stefan Wagstyl in Tokyo

JAPANESE police investigating an illegal loan scheme involving Fuji Bank, the leading commercial bank, yesterday arrested four people on suspicion of fraud and forgery.

They held two former officials of the bank's branch in Akasaka, Tokyo, who allegedly forged certificates of deposit with a face value of Y17bn (\$126m) for the benefit of Marusho Kosan, a property company, which used the documents as fake collateral to secure loans from finance companies.

Mr Akira Aki, the Marusho president, and a former Marusho executive were also arrested.

Fuji Bank sacked the two employees and two others when it discovered illegal loan schemes totalling Y26bn at three branches, including Y25bn at Akasaka.

Similar frauds have been discovered at Tokai Bank, Kyowa Saitama Bank and Toyo Shinkin Bank, a small Osaka bank. Last week a former employee of Saitama Bank, which later merged with Kyowa Bank, was held. Four people have been arrested in the Toyo Shinkin Bank affair.

Chief tries to mend IBJ's reputation

Stefan Wagstyl questions Yoh Kurosawa on how a leading bank lost its grip

Mrs Yoh Kurosawa, president of the Industrial Bank of Japan, has no doubt about the enormity of the job he faces trying to rebuild IBJ's reputation in the wake of the worst scandal in its history.

"It's not easy to recover a reputation which took 90 years to build. But that's my task. To recover our reputation as soon as possible and as much as possible," he said in an interview.

Mr Kurosawa has just emerged from gruelling parliamentary hearings. He sent his wife and daughter on a European holiday and stayed in a hotel to avoid reporters who were besieging his home.

Mr Kurosawa looked tired from investigations into why it was that IBJ, Japan's most prestigious bank, lent up to Y240bn (\$16bn) to Ms Nui Onoue, a 61-year-old restaurateur now in an Osaka jail suspected of procuring illegal loans to fund stock market investments.

The scandal erupted a month ago when it was disclosed that Toyo Shinkin Bank, a small bank in Osaka, was on the verge of collapsing after issuing Y342bn in forged certificates of deposit to Ms Onoue. Police say Ms Onoue, who ran up debts of Y10bn, used the faked paper as collateral for loans from other creditors. Her ties with IBJ date back

Domestic wholesale prices rose by 1.5 per cent in August compared to a year ago, adding further evidence that inflation is coming under control in Japan, Steven Butler reports from Tokyo. Month to month, basis wholesale prices have

hardly moved since May. Prices for chemicals, plastic products, non-ferrous metals and textile goods fell in the month, while prices rose for steel products and processed food. Import prices also showed further downward pressure in the pipeline.

Mr Kurosawa argues that the bank's bonds were carried borrowing using the bonds as collateral. IBJ group loans spiralled to a peak of Y240bn last autumn, when the bank started reducing its exposure when the stock market weakened. Other lenders stepped into the breach, arguing Ms Onoue's credit had to be good since she was still a client of the top-ranked IBJ.

Mr Kurosawa insisted IBJ did nothing illegal, but said it had been reckless in lending so much money to one individual and careless in failing to spot the forgeries.

According to Mr Kurosawa, the main reason the bank lent so much to Ms Onoue was that she held large amounts of IBJ bonds - Y140bn-worth at one point. In effect, he said, Ms Onoue was borrowing her own money. The Osaka branch carried out some checks but not enough. "We knew in a general way that she was investing in stocks but we did not know how much."

IBJ's contact with the forged deposit certificates did not begin until April this year, when Ms Onoue came into the branch asking for Y30bn of the IBJ bonds held as collateral saying she had to show them to her accountant. Four days later the bonds came back in May and June the same thing happened, with Ms Onoue keeping the bonds slightly longer each time.

In July she made the same request. The Osaka branch was now suspicious and consulted its office. Tokyo approved the request on condition she offered some other collateral in addition to land already mortgaged to IBJ. So Ms Onoue arrived with the Y30bn in Toyo Shinkin certificates which turned out to be forged. "We were fooled two weeks before the bankruptcy," says Mr Kurosawa.

He says he was aware of Ms Onoue as a customer from early 1989. The Osaka branch manager telephoned to say presidents of other leading banks lending to Ms Onoue

had called on her. "I am ashamed that IBJ alone has not," said the manager. On his next trip to Osaka, Mr Kurosawa spent five minutes at Ms Onoue's restaurant for tea.

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Pro-China interests win HK seats

By Angus Foster in Hong Kong

CANDIDATES representing business interests and calling for a closer relationship with China yesterday won the majority of 21 indirectly elected seats in the first round of elections to Hong Kong's Legislative Council.

The second round, for a further 18 seats - Hong Kong's first ever direct elections - will be held on Sunday. The United Democrats of Hong Kong, the pro-democracy fledgeling political party led by Mr Martin Lee, is likely to dominate the direct polls.

Yesterday's elections were for 21 constituencies representing business, trade and social service groups. But only nine of the seats were contested and turnout was lower than expected. This raised complaints from the Democrats that the indirect elections are not representative and favour established interest groups.

Mr David Li, chief executive of the Bank of East Asia, and Mr Stephen Cheong, a prominent pro-China industrialist, were among the unopposed councillors. Mr Philip Wong, the pro-China former vice-chairman of the Hong Kong stock exchange, was also returned unopposed. Mr Wong stepped down from the exchange earlier this year after he had admitted receiving preferential allocations of shares under the chairmanship of Mr Ronald Li.

But there were significant gains for pro-democracy candidates. The United Democrats backed two candidates, one of whom was elected unopposed. The other, Mr Cheung Man-kwong also appeared set to win the teaching constituency.

Mr Cheung's election would anger China because he supported the 1989 pro-democracy movement in China. Peking has issued a series of veiled warnings in the lead up to the elections that elected councillors should seek "good relations" with China.

The elections mark the start of Hong Kong's slow shift toward democracy. According to a plan worked out by Britain and China last year, directly elected seats will increase to 20 for the next elections in 1995 and to 30 by 2007 when the remainder of the 60 seat council will all be indirectly elected.

Recovery claimed for Australia

Lower than expected unemployment figures published yesterday confirmed that the Australian economy is moving towards a sustainable recovery.

Mr John Kerin, the treasurer, said, "Kevin Brown

Government figures showed that unemployment was unchanged at 9.8 per cent in August.

Indian reforms win IMF support

By David Housego in New Delhi and George Graham in Washington

INDIA yesterday won the formal support of the International Monetary Fund for the first stage of its economic reforms when the the fund announced two loans to India totalling \$2.85bn (\$1.67bn).

The board of the IMF approved a \$650m loan under the IMF's compensatory financing facility which is designed to make up for balance of payments deficits caused by higher oil prices and lower exports. This will directly enter the foreign exchange reserves which had dropped at the end of August to a low \$1.1bn - equivalent to about 24 days of imports.

The borrowing is the third drawing that India has made under this facility - providing \$1.6bn or almost the total cost to India up to March 1991 of the increase in oil prices due to the Gulf war. By contrast, Pakistan has so far received no such payments - in part reflecting IMF concern over its fiscal deficit and in part US displeasure at its failure to abandon its nuclear weapons programme.

The IMF management yesterday also approved a \$2.2bn stand-by credit which will be formally approved by the board of the fund next month. Drawings on this should begin in late October and be spread over the coming year.

The two loans are the first that India has signed since the early 1980s that carry with them acceptance of an IMF programme and thus renewed monitoring of the Indian economy by the fund.

The "letter of intent" - which spells out the conditions India has accepted - commits the country to seeking a further three year Extended Fund Facility (EFF) loan. This could provide a further \$5bn-\$7bn - but will take several months to negotiate.

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The combination of these loans means that India will be one of the largest clients of the IMF in the coming years - thus giving the fund and the World Bank a deep commitment to the success of the Indian reform programme.

Individual donor nations have remained more sceptical, however, leaving India still with a problem in financing the \$2.2bn in fresh capital that it will need this financial year to cover the current account deficit and repayments on its outstanding external debt. High risk rating keeps India out of international commercial markets.

Philippines' communist rebels declare a ceasefire

By Greg Hutchinson in Manila

COMMUNIST rebels in the Philippines declared a nationwide ceasefire yesterday in response to opposition by the Manila senate to a US based treaty.

The National Democratic Front, umbrella organisation of the Communist Party of the Philippines and its military wing, challenged the country's armed forces to do the same and said it was willing to enter into negotiations on a "comprehensive political settlement".

However, a military spokesman said the rebels estimated to number some 16,000, must lay down their arms before an official ceasefire.

The government of President Corazon Aquino believes a



US Vice-President Dan Quayle reviews guard of honour in Blantyre with Malawi's President Kamasa Banda yesterday

Fear pervades the 8am commuter train to Johannesburg

THE passengers yesterday on the 8am train from Thokozane to Johannesburg were frightened and bewildered, writes Philip Gash.

Thokozane, a black township 15 miles south of Johannesburg, has been the focus of renewed violence which has claimed about 100 lives in townships around Johannesburg since it broke out on Sunday.

Most township dwellers prefer to travel to work by train, as the quickest and cheapest means of transport. But now they fear for their lives, with the violence confirming a grisly pattern of attacks on trains and at stations.

Mrs Sophie Badu, a dressmaker commuting from the Kwasene station

in Thokozane, commented: "Nobody knows what is happening. We are all confused, but we want to live in a quiet country."

Many are hoping that the signing tomorrow of a national peace accord by the three political protagonists, the government, Inkatha and the ANC, will end the violence. But the gap between the negotiating table and the daily life of township residents is enormous.

At Kwasene station there was a triple security presence - police, army and private guards. Despite the apparently formidable display of military might, all train passengers spoke to felt that their safety was far

from guaranteed. They said passengers were not searched before boarding and added that a police presence on the train was necessary.

Mrs Badu said: "We're having a terrible time. When I go to work I just think - what is going to happen to my children. I tell them that you can only trust in God. We are frightened and nobody trusts anybody any more."

The violence of the past week is not easily explained. It does not appear, in the first instance, to have been politically motivated, as both the ANC and Inkatha moved swiftly to condemn it and to reaffirm their commitment to the peace accord.

The inescapable reality of township violence is that widespread unemployment and poverty make for a highly flammable social fabric, easily exploited by political deviants or agents provocateurs. Given this unpromising foundation, expectations about what tomorrow's peace accord can deliver should not be inflated.

That said, the accord is of considerable significance. At a political level, it is evidence of a desire, on the part of the main political players, to negotiate solutions to the country's problems. In terms of controlling violence, proposed mechanisms in the accord such as a standing committee of inquiry into political violence and a permanent peace commission to regulate conduct of political parties and police are as much as can be hoped for.

AMERICAN NEWS

Wall Street holds its breath for cut in rates

Fed may act soon to bolster faltering US economic recovery, writes Michael Prowse

IN THE minds of many Wall Street analysts, the question is no longer whether the US Federal Reserve will cut interest rates again, but when.

Some believe poor retail sales figures today could provide a pretext for an immediate easing of monetary policy. Others expect Mr Alan Greenspan, the Fed chairman, to resist political pressure from the White House for a few more weeks in the hope that evidence of stronger economic growth will emerge.

Any move by the Fed, however, is likely to involve a cut in the symbolically significant discount rate, the rate at which the Fed lends reserves to banks. This is because the federal funds rate - the rate at which banks borrow from each other and the benchmark for other short-term rates - currently stands at 5½ per cent, in line with the discount rate.

If the Fed decides to ease, the most probable move would be a ½ point cut in the discount rate coupled with a ¼ point reduction in the federal funds rate. Such easing would almost certainly trigger a ½ point cut in commercial banks' prime lending rates and lower rates for consumer and business loans.

The growing confidence that the Fed will ease again reflects a recent fading of economic optimism. Nobody had expected a vigorous recovery from recession but even pessimists have been surprised by the economy's recent sluggishness. Analysts worry that the successful conclusion of the Gulf War and the drop in oil prices provided only a temporary fillip for the economy, reflected in strong economic reports

US NON-FARM PAYROLL EMPLOYMENT Average monthly change ('000)

	July 90- Apr 91	May 91- Aug 91	Aug 91
Non-farm payroll	-170	28	34
Government	+15	-17	-31
State and local	-23	-40	-45
Private	-105	45	65
Manufacturing	-80	12	42
Construction	-49	-3	-12
Other	-26	36	35
Services	32	53	57

Seasonally adjusted. 1 Depressed by large lay-offs of census workers by the federal government in July and August. Source: JP Morgan

policy. Mr Greenspan has said publicly that the Fed will pay close attention to the economy in the short run. He said the Fed would concentrate on pursuing "price stability". Several hawkish regional Fed presidents are also likely to oppose early interest rate cuts.

Mr Greenspan's difficult decision is likely to rest on his assessment of weakness in the real economy. Recent indicators have been far from uniformly discouraging. Durable goods orders surged more than 10 per cent in July, although half the increase reflected the volatile aircraft sector. The Purchasing Managers' Index - a closely watched gauge of industrial conditions - rose solidly for the fourth consecutive month. Industrial production has recovered about half its decline during the recession. The index of leading indicators signals continued expansion, as it has done consistently since February.

But sceptics point out that most of the positive indicators relate to the manufacturing sector, which accounts for a relatively small portion of economic activity - about 20 per cent of jobs. This has been

monetary policy should not

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INTERNATIONAL NEWS

Time hangs heavily at headquarters

Richard Donkin on the mood at the bank's offices in Abu Dhabi



THE BANK officer poured one more cup of tea and lit another cigarette at his desk in the Abu Dhabi headquarters of the Bank of Credit and Commerce International. There was nothing else to do. The last stronghold of the BCCI empire had been reduced to a few tiers of bleak, inactive, open-plan offices above the sheikhdom's main shopping centre.

Every day at least some 500 staff report to work at the central office. Every day they leave at 1pm, then return at 4pm for a further three hours. Few are asked to do anything.

"We get the occasional request from the Touche Ross accountants working for the provisional liquidator, but mostly we do nothing," said the officer, who, like most of his colleagues, used to work at the former London headquarters of the bank in Leadenhall Street, before it moved to Abu Dhabi last year.

The officer is one of the veterans of the meeting from which BCCI was formed. He recalled the day, September 30 1972, when some 50 executives, mainly from branches of the United Bank of Pakistan, were called together in Beirut by Mr Agha Hassan Abedi, their chief executive, for "an important announcement".

All the travel expenses and bills at the elegant Phoenix Hotel where the meeting took place had been paid for by United Bank. "It was a beautiful time," said the officer, who remembered Mr Abedi announcing that BCCI, which had been registered in Luxembourg a few days earlier, would grow



Making plans: Sheikh Zayed, pictured this week, is said to have set a deadline for an outline of rescue proposals

The surviving BCCI officers do not expect to see any of their senior management, currently being detained for questioning at the Abu Dhabi Police Club, return to the bank. "It would be too humiliating for them," said one of the joint executives, who had himself been held for 24 hours after the initial police raid on the headquarters on Sunday.

Detectives held some officers simply because they did not want other suspects still at their homes to be alerted. All passports of BCCI officers are being held by the local police for fear that some of those suspected of aiding any fraud might abscond.

The police officers' club is a large concrete building in a military zone on the outskirts of Abu Dhabi. Its forbidding exterior with a high perimeter fence is designed more to keep people out than in, say locals.

Behind the tall steel gates is a building run on the lines of an office's mess, with carefully-tended lawn, fountains, and terrace for the use of members and guests. Abu Dhabi sources insist that the BCCI guests are being well looked after, giving

some substance to the euphemism, "helping police with their inquiries".

Even though Abu Dhabi has no experience of large-scale arrests of this kind, the police action appears to have been effective except for the odd case of mistaken identity.

Abu Dhabi officials insist that the action had nothing to do with any other jurisdiction, although only a day lapsed before investigators in the US sparked a flurry of low-key and highly sensitive diplomatic exchanges in an attempt to secure the handing-over of Mr Nagvi, the only one of those held who has been indicted in the US on fraud charges.

In the absence of a formal extradition treaty between the two countries, the US Justice Department and the office of Mr Robert Morgenthau, the Manhattan district attorney, which issued the indictment against Mr Nagvi, are pursuing a joint request for an informal handover. While official Abu Dhabi sources insist that the sheikh would be unlikely to accede to the request, US sources say their initial feelings were more favourably

received than they expected.

Given the promise by Mr Douglas Hurd, the UK foreign secretary, that the British government would not block viable plans for restructuring the bank, the mild optimism in the US seemed less misplaced than it might have been a few weeks earlier.

One option for the sheikh – should he consider that a prima facie case could be made against Mr Nagvi or any of his former colleagues – is that they could be charged in Abu Dhabi. Another possibility is that the detained officers may simply be allowed to leave the country after giving their version of the events surrounding the alleged fraud.

The police action has paved the way for a new bank hierarchy. Officials say that Mr Christian Hollander, the only top-tier BCCI executive in Abu Dhabi who was not held by police, will be made chief executive. His role at present however is still far from clear, and it may be no more than a token position since all decisions are made by the provisional liquidators in consultation with the local court receiver.

Abu Dhabi sources are playing down the restructuring plan, but bank officers insist that there has been activity among accountants and consultants employed by the sheikh to examine his options. In the words of one official: "Abu Dhabi is swarming with accountants at present."

The restructuring plan is said by BCCI insiders to encompass a bank with a presence in about 10 or 12 countries across the Indian sub-continent and the Middle East.

Whatever may emerge from the sheikh's investigations, bank officers are agreed that the BCCI name will be consigned to the dustbin. "That decision had been taken even before the Bank of England moved in," said one of them.

Touche Ross accountants have been instructed not to talk to the press, but BCCI officers who have been watching them work say they have been making heavy weather of attempts to arrive at the financial position of the bank. "If they would let us help them a little more we could explain a lot," said an officer. "BCCI is not like other banks."

By Alan Friedman in Washington

MR ROBERT GATES, the Bush Administration's nominee to head the Central Intelligence Agency (CIA), is expected to face questions about BCCI next week when he goes before the Senate intelligence committee for hearings on his nomination.

Mr Frank Murkowski, a Republican senator from Alaska who serves as the committee's vice-chairman, disclosed that the issue would come up as he emerged yesterday from a White House strategy session called by President George Bush to discuss the Gates nomination.

The CIA has steadfastly denied having made any illegal use of BCCI since it was revealed in July that the US intelligence agency maintained a series of accounts with the bank that were used to finance covert operations. Among these operations was the use of BCCI branches in Pakistan to finance Afghan rebel fighters, the finance minister of Pakistan said in July.

In late 1988, when he was deputy CIA director, Mr Gates was asked for information about BCCI by Mr William von Raab, then US commissioner of customs. Mr von Raab, who was preparing at the time to announce the first BCCI drug money laundering indictments, said that Mr Gates was "less than candid" because he failed to disclose the CIA's own use of the bank.

A separate issue that is likely to emerge is how much the CIA knew of BCCI's alleged criminal activities. A 1986 CIA memo circulated inside the Reagan Administration included the agency's view that BCCI secretly owned First American Banks, the Washington bank that was chaired until last month by Mr

Clark Clifford. But no action was taken by the Federal Reserve on the BCCI/First American matter until just a few months ago.

PERU: Former president Mr Alan Garcia walked out of a congressional hearing, saying the panel had already concluded he was guilty of allegations that he enriched himself while in office between 1985 and 1990.

After three days of testimony during which he denied being linked to alleged bribe-taking from BCCI by three former central bank officials, Mr Garcia protested when the panel said his lawyer would not be allowed to speak or ask questions.

Mr Garcia charged that the panel, appointed by the Chamber of Deputies, had "already made its decision" about the allegations against him. He said he would appeal to the chamber for the right to have his lawyer take part in the hearings.

However, several parliamentarians said that Mr Garcia is not being tried by the panel and therefore cannot claim that right.

Mr Garcia faces accusations that he embezzled at least \$500,000, evaded taxes, was corrupted by accepting a \$30,000 cheque from the United Nations Food and Agriculture Organisation, and falsified documents.

UK: The staff of BCCI and its Abu Dhabi shareholders have made common cause to relaunch the bank.

Mr Rumi Khan, joint manager of BCCI's main branch in the City of London, said staff are attempting to map out proposals for a new bank which will be presented to depositors before submission to BCCI's shareholders.

'Roller coaster' US truck market means everyone is losing'

By Kevin Done, Motor Industry Correspondent, in Frankfurt

THE HEAVY truck industry in North America was "totally out of balance" and no companies, including the vehicle assemblers, the component makers and the dealers, were able to make a profit, Mr Sten Langenius, chief executive of Volvo Truck, the Swedish commercial vehicle maker, said yesterday.

No company could today safely fund a complete product and component line within the present uncompetitive structure of the industry. "Now the fight is to survive," he told the Financial Times' World Motor Industry conference.

Each truck maker in North America had maintained excess capacity and capacity utilisation would be down to around 55 per cent this year.

FT CONFERENCE

WORLD MOTOR INDUSTRY

He said that demand in the North American truck market fluctuated "like a roller coaster". Between 1979 and 1984 more than 50 per cent of the market had just disappeared. "We have seen similar drops several times; it is a real nightmare for production planners and industrialists."

TECHNOLOGY IN THE OFFICE

The FT proposes to publish this survey on 8th October 1991. It will be of special interest to the 145,000 businessmen included in decision making about office equipment, who read the FT. If you want to reach this important audience, call Edward Batt on 071 873 4196 or fax 071 873 3062.

Data Source: BIMRC Businessmen Survey 1990.

FT SURVEYS

customer demands would sharply increase product development costs, forcing a continuing restructuring of the truck industry.

He called for an opening up of the Japanese truck market, where foreign truck-makers scarcely have a presence today, but said that for foreigners the long-term outlook is "most likely positive in Japan".

Mr Junji Numata, Toyota managing director responsible for Europe, said the European motor industry needed to make a "stepped up commitment to customer satisfaction". It needed technological advances for the environment, fuel economy and safety, and there had to be more co-operation among vehicle-makers.

Differences among car-makers were narrowing in terms of vehicle performance and quality, and, as a result, marketing was becoming an increasingly important competitive criterion.

"Competitiveness in this market will depend more and more on building efficient dealer networks and furnishing quality after-sales service. And this is an area with a great deal of untapped potential for

enhancing customer satisfaction."

Mr Numata said he perceived "immense potential growth" in the European market, which would grow from around 18m vehicles last year, including the Soviet Union and eastern Europe, to a 20m market by the end of the decade.

German reunification would create the development of a "huge and vigorous market in Germany", while the creation of the single European market would "stimulate economic vigour". Most promising were the impending reductions and unification of taxes that applied to motor vehicles, he said.

Increased co-operation among vehicle-makers was needed because challenges such as the environment, safety and traffic systems called for a response beyond the capabilities of any single auto-maker. "We need to pool our technological resources and our financial resources." Ways should be studied to develop and share common components.

Prof Daniel Jones of Cardiff Business School said there were great dangers and opportunities ahead in the European auto industry, but car-makers had no alternative to adopting "lean" production and development methods. The slowest plants and companies would not survive to the end of the decade.

The leading "lean" car producers currently had two-to-one advantages in most

world. He said there was no general problem of over-capacity in the world vehicle industry, only a shortage of "lean" plants and an over-capacity of traditional mass production plants.

The number of wealthy households, defined as having an income of \$100,000 (\$25,000) to \$250,000, would increase by 70 per cent by the turn of the century.

At the same time, vehicle running costs represented an ever-smaller part of disposable income, leaving more of households' vehicle budgets available for purchases.

Competition would also become far tougher in the luxury car segment and the relaxed atmosphere of certain markets would give way to growing competitive pressures involving manufacturers from all continents in all market segments.

It was no longer possible to overlook the warning signals. "The annual reports in the international automobile industry have shown an average fall in profits of 57 per cent. This is ominously similar to the 50 per cent cut suffered by the profit margins of large German supply firms."

If all this continues, the truck industry in North America will end up selling wheel-barrows'

aspects of car-making over traditional "mass" producers. The best Japanese car-makers were achieving productivity levels of 17 hours per car, compared with 25 in the US and 35 in Europe, while design and development time for a new vehicle totalled 46 months in Japan, compared with 60 in America, and 88 in Europe.

Lean production no longer depended on its Japanese origins, however, and the relevant competition was now coming from lean plants within each region of the

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A Strong Partner in Europe's Future

A leader in Japanese electronics, consumer appliances and heavy electric apparatus for over a century, the Toshiba Corporation is positioning itself to become a powerful force in an integrated Europe.

But in this interview, Toshiba's President Joichi Aoi stresses that fair competition with all players observing the rules of free trade is the key to tapping the huge European market for the benefit of all.

By James C. Abegglen

Abegglen: Toshiba now boasts some 68 subsidiaries worldwide including 35 in Europe. How much do these contribute to Toshiba's total turnover?

Aoi: Exports from Toshiba itself account for about 30 per cent of our total turnover and if these are divided into our three main markets—Europe, North America and Asia—North America comes first, with Asia closely following Europe which accounts for about 7 per cent of the total. While Asia is surpassing the other two in terms of growth, the strategic importance of Europe is increasing. In addition to exports however, local production of Toshiba subsidiaries worldwide accounts for about 10 per cent of our total sales.



Abegglen: In terms of investment, which European country is hosting the largest share of Toshiba's offshore capital investment?

Aoi: In our European operations, we have focussed on three main countries: the UK, France and Germany. But, in terms of accumulated capital investment, Germany tops the list. The reason for this lies in the historic development of Toshiba's businesses. In the UK, which is one of the first European countries where we established a production base, we have concentrated on manufacturing colour TVs in Plymouth. A new investment is now seeing the start industrial-use air-conditioner manufacturing, also in Plymouth.

Focussed Investment

In France, we have been expanding production facilities for copiers and their consumables in Martin-Eglise, and are also reinforcing manufacturing operations at our joint venture with GEC Alsthom.

In Germany, we began by investing in the field of semiconductors in Braunschweig and then started to manufacture VCRs in Mönchengladbach and personal computers in Regensburg. As you will realize, the investment in plants and facilities to manufacture these products is large.

Abegglen: Investments such as these have not gone unnoticed by some European governments and industry groups who complain that Japanese electronics companies want to monopolise the European electronics market. What is Toshiba's response to such allegations?

Aoi: Japanese electronics companies are not attempting to monopolise the European market for these products. The European market is quite large and there are many highly profitable and highly efficient manufacturers in Europe.

Generally speaking, when Japanese electronics companies enter this market we make every effort to ensure that our entry does not create a surplus in supply which will lead to severe competition in the market. I'm sure you'll agree that this is to everybody's benefit. In this sense, Japanese companies should aim for an orderly European market which allows all companies to develop and prosper together.

Speaking specifically about Toshiba, our policy is to 'harmonise' and not 'monopolise'. We know that there are many large and excellent companies in

Europe such as Thomson in France, Philips in the Netherlands and Siemens in Germany manufacturing a wide range of consumer electronics goods, electronic machinery and components. We do not want to generate unnecessary friction with them by our entry into Europe. Of course, in order to become strong Toshiba must compete and in the process of that competition some friction will naturally arise. We should not be afraid of that but we should avoid unnecessary friction.

Abegglen: How is Toshiba attempting to prosper in harmony with its European competitors?

Aoi: Over the years, we have formed alliances with several European manufac-

turers. For example, we cooperate with Nokia in consumer products, and with Telic Alcatel in the facsimile business. Indeed, some of the TV receivers we manufacture in Europe contain picture tubes produced by Thomson and Philips. With Siemens in Germany, we have extended our technology for producing 1-megabit DRAM chips and as a result, Siemens is today one of the biggest suppliers of 1-megabit DRAM chips in Europe. We have also teamed up with Siemens and Harris of the US in the development of semi-customised semiconductors.

One of the issues here is the nature of the capital used to develop the European market for such products. Some believe that only European capital and European technology should be used but I do not agree. By introducing different and unique technologies and production procedures from Japan or elsewhere, the European market will grow and all those participating in that market will grow as well.

Abegglen: You described the nature of your relationship with Siemens as an "alliance". Why do you prefer this type of relationship and not a joint venture?

Aoi: Alliances and joint ventures have their own advantages and disadvantages. Some Japanese companies are now less enthusiastic about forming joint ventures with specific partners because their experience has not been good. In Japan we have a saying: "Sharing a bed, but dreaming different dreams". It is difficult if two people try to steer the same ship to different destinations.

The key to a joint venture is sharing a common objective.

As you know, in 1990 we formed a three-way joint venture with Germany's AEG and Thomson in France called Compagnie Européenne Pour La Fabrication D'Enceintes A Micro-Ondes, or CEFEMO, manufacturing microwave ovens which has been very successful. Output this year is expected to reach 500,000 units but this will rise to about 800,000 units by 1993.

New Facilities at French Joint Venture

And in March this year, we commissioned new processing facilities for shaping, welding and painting oven body parts which will free CEFEMO from having to rely on supplies of metallic

components from other companies elsewhere in Europe.

But alliances are also useful. One of the best examples concerns semiconductors, where the range of functions and capacities available is so large that no single company can supply all types. Therefore, the best way for us is to share our strengths with each other as we did with Siemens. We have strengths and they have strengths and when we establish a base for technical cooperation, an alliance develops.

Abegglen: In order to quickly establish a presence in some European countries, is M&A a strategy which Toshiba may adopt as other Japanese electronics companies have in the US?

Aoi: We have been acquiring marketing or sales companies for a long time but very few manufacturing companies. In general, Japanese companies are not enthusiastic about M&A activities.

For Toshiba, we do not view a business as a product which can be simply bought and sold. When we acquire a company, that company becomes part of us and becomes part of our future growth. You must not forget that we at Toshiba have had our own experience of amalgamation. Toshiba established itself as fully integrated electric/electronics manufacturer in 1939 when Shibusawa Engineering Works Co. and Tokyo Electric Co. merged.

Even in a relatively simple amalgamation, it is a difficult and complicated process to integrate systems of human relations. To merge a company is not as simple or easy as many people think. If we are faced with this situation, we will do whatever is necessary but we will do it in a prudent manner.

Abegglen: I understand that Toshiba has recently established a new R&D facility in the UK. Could you give more details?

Aoi: It is often said that among Japanese companies basic research is insufficient, and we have areas in which we are strong and others where we need more study for our own sake.

New UK R&D Facility

However, when we conduct research and development we try to make the results available to people everywhere so that they can be shared for the development of the whole society. For this reason, we established a research facility in Cambridge which qualified university professors manage and where Toshiba's engineers and researchers can also work and learn.

We have a long relationship with the UK in research. Our laboratories receive researchers from the UK under "Toshiba Fellowship Program" scholarships and there is a constant flow of communication about research projects and findings. Although this process began in the UK, we are looking at extending it to other European countries.

Abegglen: How is pending integration of the European market in 1992 influencing Toshiba's corporate policy for the EC?

Aoi: I have often been asked the question: "How will we cope with 'Fortress Europe'?" This is a difficult question to answer because the level of technology varies from industry to industry and country to country and you cannot generalise. However, our present policy is simply to manufacture products near the market, based on the needs of that market. So far this strategy has been very effective and if we continue to be successful, it does not matter whether Europe is a 'fortress' or not.



Mr. Joichi Aoi, President, Toshiba Corporation

For the future however, we have adopted a prudent attitude. In recent years some dramatic changes have taken place in Europe such as the unification of Germany, and the ramifications of this are still being felt. At the same time, different and conflicting forces are at work in parts of Eastern Europe and the Soviet Union and this will influence the whole of the continent.

We must monitor these developments closely. We must remember that when plans were being formulated for the unification of the EC, the member countries had no idea that two German countries would be unified as quickly as they were or that they would be unified at all, for that matter. How the countries of Europe will adjust to the emergence of a united Germany is a very important issue for the Community.

Abegglen: What is Toshiba's policy regarding Eastern Europe?

Aoi: We have not made any investments in manufacturing in Eastern Europe yet. For the moment, we are content with selling equipment and maintaining the equipment we have already sold. We do not have subsidiaries in any Eastern European country although we have been involved in technical assistance projects and plant sales. We have supplied heavy electric equipment for power plants in Bulgaria and Yugoslavia and helped these countries to improve their industrial infrastructure. However, this business is unlikely to expand significantly until economic conditions in these and other Eastern European countries improve. For us, it is better to cooperate with Western European companies who are undertaking projects in Eastern Europe.

Abegglen: Toshiba presents the company's management philosophy in terms of "Global Corporation, Local Citizen". Can Toshiba become a European citizen?

Aoi: Our subsidiaries in Europe must become European citizens, otherwise they cannot do business. However, this is common business sense. Companies are a major element in any community and they help to create communities. Naturally, most employees at a plant are local citizens.

This is very important: we are not seasonal workers who return to our own country once our job is done. We have to help create communities by actively participating in community activities, in the same way in which our offices and plants in Japan take part in local activities. To ensure that our employees worldwide can fully understand the company's philosophy, we produced versions of the "Basic Commitment of the Toshiba Group" in 11 languages. The Basic Commitment is a statement of our respect for the people, social mores and business practices in each region; understanding them is indispensable for successfully managing a multinational company.

Abegglen: Finally, how do you see Toshiba's future in Europe? Will electronics become as politically sensitive worldwide as say the automobile industry?

Aoi: This is a very difficult question because I can see potential market growth as well as problem areas.

Looking from Japan, the European market could be described as a "mature adult" market and we need to realise the nature of the market when identifying new products and market sectors. For example, our Toshiba lap-top computers were extremely successful in Europe. I would say that Europe "made" these computers for us and it was that success which encouraged us to launch them in the US just one year after they became available in Europe. The European market is large and still has tremendous room for growth, especially in electronics.

However, electronics are inevitably connected with telecommunications and this is a most sensitive area because it is related to national policy. In the case of Japan, the telecommunications industry is regulated by the Ministry of Posts and Telecommunications. The Japanese market is now deregulated and the former sole common carrier, Nippon Telegraph and Telephone (NTT), has been privatised. But the situation in Europe is not so free, and if Japanese companies try to enter this field independently, it may cause friction.

Abegglen: In this adaptation process, is the experience of local management important?

We will take this into consideration as we develop our business.

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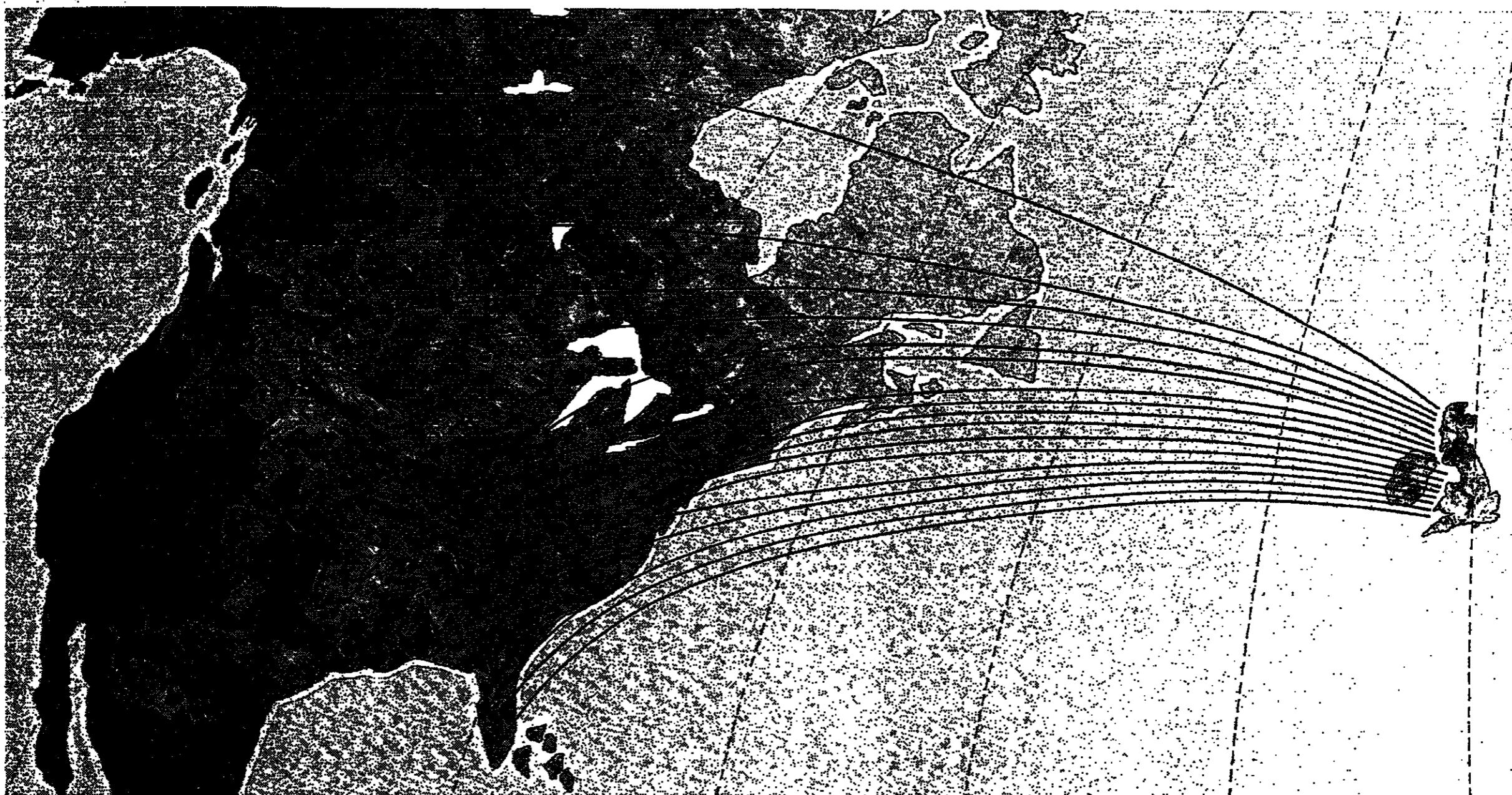
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UK NEWS

Liberal Democrats promise electoral reform • Party 'will not' support minority government • Pledge on 'quality economics'

Ashdown issues challenge to political rivals

By Alison Smith

THE Liberal Democrats will break up the unfair political system and re-build "bombsite Britain", Mr Paddy Ashdown, the party leader, pledged yesterday as he warned Labour and the Conservatives that he would not support any attempt by a minority government to stay in power.

Every vote for the Liberal Democrats would, he said, "be used as a battering ram to bring Britain fair votes and justice in the ballot box". Speaking of a need for democratic renewal in the 1990s, which had swept through eastern Europe and the Soviet Union, he said that Britain could not be immune.

In his speech at the end of the party's annual conference in Bournemouth, Mr Ashdown set out at length the party's radical plans for "quality economics" in which government powers to manage the economy would be curbed, a more rigorous competition policy

enforced and the power of the consumer increased.

He also spelled out the consequences of proportional representation in terms of a more stable democracy in which the economy was not subject to "boom and bust", and there were no abrupt changes of direction.

He challenged Labour and the Tories to say whether they would try to go on if they did not win an overall majority, and said that if they did try they would risk long-term instability for short-term advantages and show how little that valued democracy.

Calling the 1980s the "decade of demolition", he said that Mrs Margaret Thatcher had failed because she could not build where she had destroyed, and warned that poverty and squalor were undermining social cohesion.

Yet Labour had no vision for the future: "cautiousness, timidity, conservatism - these



Rising from the ashes: Ashdown urges delegates to forget their 1987 electoral defeat and rebuild 'bombsite Britain'

the electorate may decide that minor government is not an option worth voting for.

Such are the awkward contradictions which face the third party in Britain's two-party electoral system.

So it was hardly surprising that Mr Ashdown and his colleagues decided the best tactic was to pretend that the dilemma does not exist.

The disciplined sobriety of the week's proceedings could not in the end stifle entirely the speculative forays into a future beyond an inconclusive general election result. What will you do? is a question that will not go away, as Mr Ashdown himself was forced to acknowledge in his closing speech yesterday.

But the distraction was manageable. The Liberal Democrats had enough to say to give credence to Mr Ashdown's claim that the party was more than a spanner for the voters to

throw in Tory or Labour wheels.

At the root of the optimism was a perception among the leadership that the ground is more fertile than ever before for constitutional change. Against the backdrop of upheavals in eastern Europe and the march towards integration in western Europe, calls for devolution, a bill of rights and a more proportional voting system may begin to strike chords with British voters.

The message was that western European nations already have more devolved, open, systems of government and that their newly-liberated counterparts in the east are striving for the same.

In spite of its remarkable rebirth from the ashes of the old SDP/Liberal Alliance, the party still commands the support of just 15 per cent of the electorate. The much-derided Mr Neil Kinnock has at worse 35 per cent and

probably closer to 40 per cent.

Its local councillors gave the conference a much steeper, more sober air than many of its predecessors. But there was still the parochialism of a party that can claim only 22 of the 650 MPs at Westminster.

Where Mr Ashdown succeeded this week was in persuading his supporters that the party's perennial demand for proportional representation can now be couched in unselfish terms.

After the "centralising excesses of three Conservative governments and Labour's ragged retreat from socialism", voters might be persuaded that it was the political system not just the party in power that needed changing: that Britain could not be excluded from the spirit of democratic renewal.

There were Liberal Democrat policies set out alongside the political ambitions. The free-market radicalism of its economic strategy, with its

emphasis on enterprise and competition, was balanced with a promise to level the social playing field by spending more public money on education.

An independent Bank of England would be charged with anti-inflation policy, but Mr Ashdown promised a "relentless war" by the government against poverty. The fundamental aim would be to balance individual freedom with a sense of the public good.

The delegates who left Bournemouth yesterday seemed convinced that they had at last something to sell on the doorstep during the election campaign. It must be seen odd though after a week of such promises, pledges and predictions, to reflect that the best hope of their eventual realisation lies with Mr Major's return to Downing Street.

Philip Stephens

Third forces hopes to score on Conservative rebound

THE best result for the Liberal Democrats in the next general election would be a Conservative victory which drove the Labour party into acceptance of electoral reform.

If Mr Paddy Ashdown, however, is to emerge from the election as the leader of a credible third force then he has to win over disenchanted Tories - the ones making an outright victory for Mr John Major less rather than more likely.

To attract those votes he has to persuade the electorate that support for the Liberal Democrats would not let Mr Neil Kinnock into Downing Street by the back door; that whatever else happens, Labour simply cannot win.

In effect, Mr Ashdown will be asking the voters to risk a parlament where no party has a complete majority. But he cannot admit it. If he does

throw in Tory or Labour wheels.

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Philip Stephens

Former SDP leader criticises federalism

By Ralph Atkins

DR DAVID Owen, former Social Democratic Party leader, last night used what could be his valedictory political broadcast to appeal for MPs of all parties to unite against a possible "United States of Europe".

He said the SDP, which is now regarded as defunct, backed Mr John Major's argument that it might eventually be in Britain's interest to have a single European currency, but that it would be for a future Westminster parliament to decide.

Dr Owen was given a political broadcast on the basis of his party's standing at the last general election.

In theory the SDP could be given another during the next campaign, although the other political parties, particularly the Liberal Democrats, may object.

Smith outlines plans for monetary union

By Ralph Atkins

CONVERGENCE among European Community members on a much broader range of economic indicators than envisaged in proposals from the Dutch presidency is required for successful monetary union, according to Mr John Smith, the Labour party's chief finance spokesman.

Member states must also be able to sustain adequate growth and employment without big trade deficits as well as converging on inflation rates and ensuring currency stability, Mr Smith said yesterday.

For the UK it would require, "a much greater effort to establish long-term industrial strength than has been the case in the last decade."

His speech to a Deutsche Bank seminar in Berlin re-emphasised Labour's belief that, while a single economic currency would bring benefits, European member states are a some way off the ideal condi-



Smith backs broader union

tions for monetary union.

Mr Smith also expanded on Labour plans for developing ECOFIN, the council of economic and finance ministers, as an institution to act as a "political counterpart" to the European central bank.

ECOFIN, whose members would be accountable to national parliaments, could be given a role in the formation of medium-term financial strategy as well as the conduct of exchange rate policy, he said.

Dutch proposals for monetary union, discussed this week by EC finance ministers, foresaw no state entering the currency union until it had met criteria on inflation and budget deficits and had kept within narrow bands of the European exchange rate mechanism.

Mr Smith, however, said his

requirements on convergence could only be achieved, "if economies have a reasonable balance in their relative competitiveness".

He added: "The UK needs sustained investment in industrial capacity, in education and training, in research and development and innovation, and in the economic infrastructure."

Mr Smith said EC regional and structural funds had to be enhanced and used to assist convergence. There was also a need for a common framework on industrial policy to work in tandem with the new regional policy.

"If there were growing disparities of income between its [the EC] regions, we would encounter the heavy social costs of large scale migration," he warned.

Government hails slowing rate of unemployment

By Rachel Johnson, Economics Staff

A SHARP slowdown in average earnings growth and the unemployment rate confirm that the recession is coming to an end, the government said yesterday.

In spite of a rise in the jobless rate by 59,200 in August to over 2.4m, the average monthly increase to around 60,000 during the last quarter had dropped by nearly 30 per cent against the previous three months, Mr Michael Howard, the employment secretary pointed out.

Vacancies had risen for two successive months and this week's retail sales figures showed a pick-up in consumer spending. "Taken together, these figures confirm that the recession is coming to an end," he said.

In its quarterly distributive trades survey published yesterday, the Confederation of British Industry (CBI) - the employers' organisation - said retailers' sales volumes were increasing. This underlined tentative signals that an economic recovery may have started, the CBI said.

Unions and the opposition Labour party contested the government's interpretation of the jobless figures, focusing on the fact that they had risen for 17 successive months and were expected to increase long after

any recovery got underway. Mr Tony Blair, Labour's employment spokesman, said: "After all the hype about recovery, these appalling figures bring us back to reality with a bump."

Unemployment had risen by over 750,000 in a year, which increased the danger of creating a "vast pool of long-term unemployed whose prospects of future employment are very bleak indeed."

Meanwhile, earnings growth in June and July fell at its sharpest rate since the autumn of 1982. The underlying increase in the index of average earnings across the whole economy was 7.4 per cent in July, after 8 per cent in June.

The index stood 2 percentage points below its January level as rising unemployment and the fall in inflation have depressed wage settlements.

To coincide with the official data, the Public Finance Foundation, the research arm of the Chartered Institute of Public Finance and Accountancy, yesterday released the first monthly index of public sector pay. This showed pay-in the public sector rose at an annual rate of 9.8 per cent in July, outstripping levels in the private sector.

Riots shake confidence in Tyneside local economy

Executives fear a flight of capital

By Ian Hamilton Fazey, Chris Tighe and Ralph Atkins

THE RIOTS in on Tyneside this week could lead to a flight of capital from problem areas, the chief executive of the area's chamber of commerce warned last night.

Mr Bob Tilmouth, chief executive of the Tyne and Wear Chamber of Commerce, warned that the disorder - which wrecked several buildings - must be curbed by stiff policing and sentencing. "Capital can strike. People eventually give up and go and the problem becomes worse and worse, it becomes a self-fulfilling prophecy."

Businessmen, meanwhile, yesterday condemned the rioting amid concerns that it could affect economic confidence in the region.

The unrest has raised speculation that Tyneside's many "problem area" initiatives, however high powered, energetic and well meaning, may be only scratching the surface.

Mr John Major, the Prime Minister, and Mr Kenneth Baker, the home secretary, portrayed the riots as the action of a small number of criminals which required firm police response.

Speaking on BBC radio, yesterday, Mr Baker said the incidents were "centred around car crime. It is a relatively

small number of people who have got to be stopped".

Mr Alastair Ball, chief executive of the Tyne and Wear Development Corporation, said yesterday its policies had not failed and would prove themselves in time, and insisted that business confidence would survive the crisis.

"It will be impossible to assess the impact of this crisis until it is some months behind us, but I believe it will prove no more than a blip in general progress," he said.

The development corporation has spent about £120m since 1987 reclaiming more than 10 miles of derelict waterside land for a business park, industrial areas and housing developments.

But every site is hemmed against the river by run-down or deprived neighbourhoods, with typical unemployment rates of between 30 and 50 per cent. Mr Ball admits he is in a race between regeneration and urban decline, but does not accept that he has lost it as a result of the riots.

The riots in Newcastle have been near the riverside business park, the corporation's flagship project. Only a handful of about 800 jobs created in the park so far have gone to local people.

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BRITAIN IN BRIEF



Matsushita in TV talks with Philips

Matsushita, the Japanese consumer electronics company, yesterday said it was talking to Philips of the Netherlands about the production of television picture tubes in Britain.

The Japanese group said the two companies were trying to reach an agreement under which Philips would manufacture Matsushita's flat-surface, large "Goo" picture tubes. The tubes are between 27 and 33 inches and have a nearly-flat surface. Issues such as quantity, timing, and sales of the tubes are still under discussion.

The contract is to supply ICI's Teesside complex, which includes its Billingham, Walton and North Tees sites in northern England, with close to 1,000 million megawatt hours of electricity.

BTA campaign to woo tourists

Britain's social

THE PROPERTY MARKET

Cardiff's slow route to regeneration

By Vanessa Houlder

On a dull, wet day, the view of Cardiff Bay from the road above Penarth Haven is deeply unimpressive. Hundreds of acres of grey, slimy mudflats are surrounded by miles of semi-derelict banks enlivened by the odd cluster of new houses and industrial sheds.

Viewing the same scene through the eyes of the Cardiff Bay Development Corporation is a bewildering experience. Its glossy brochures have pictures of elegant quaysides, imaginative architecture, wild flowers and cheerful promenades.

The promotional material enthusiastically describes a proposed Opera House, an "interactive" science centre, public art, water sports, waterside cafés and a thriving, environmentally-conscious community. The bay, they say, will accommodate 6,000 houses, 9m sq ft of office and industrial sites and 30,000 new jobs.

The £2bn scheme to regenerate 2,700 acres of Cardiff's

docklands is second only to the London Docklands as Europe's largest, most ambitious and controversial urban renewal project.

But the differences between Cardiff Bay and the London Docklands regeneration are probably greater than the similarities. The economic boom, the sweeping powers given to the London Docklands Development Corporation and the minimal planning procedures meant that the London Docklands development went ahead at breakneck pace. By contrast, the Cardiff scheme is taking years to get off the ground.

Last week, the government confirmed that it intends to proceed with the bill in the autumn. Unless a general election is called, the bill will be reintroduced after the Queen's speech in November. If, however, there is a change of government, the future of the barrage is uncertain. The Labour party does not have an official policy on the proposals, but many of its members are vocal critics.

The barrage proposals have proved intensely controversial on several counts. Leading the critics have been the Royal Society for the Protection of Birds, which wants to protect the mudflats as an important bird habitat. "No other capital in Europe can boast the spectacle of 4,000 wading birds feed-

ing in the heart of the city," says Mr Ian Prest, director-general of the RSPB. Other critics feel that the barrage's benefits are cosmetic. "There simply must be better things to spend our public money on in regional development for more effective and less speculative job creation," says Mr Rhodri Morgan, the Labour MP for Cardiff West.

But perhaps the greatest obstacle is the concern that the barrage could raise the water table and flood houses. The

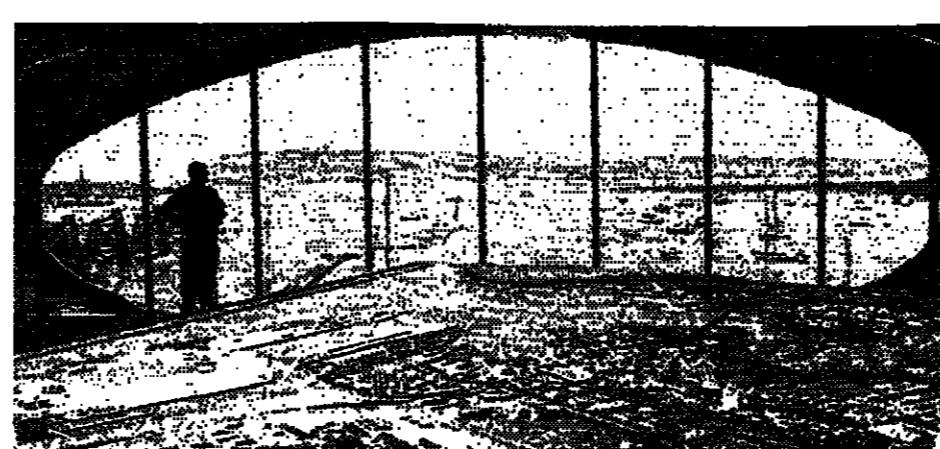
government has promised further studies into the effect of groundwater.

Although the development corporation admits that the uncertainty and delays affecting the barrage are frustrating, it puts a brave face on the prospects. "There is no sense of depression about it," says a spokesman. "Don't think that because we are waiting for legislation, nothing is happening. A huge amount of work has been done in terms of preparation of sites and scrutinising

plans."

However, the corporation has also had to weigh up its options if the barrage does not get the green light. Some critics argue that the mudflats are undervalued and the absence of the barrage will not deter further investment.

The corporation, on the other hand, is less certain. The question of how far developers will be attracted to the area without the barrage is one that it hopes will never have to be tested.



Cardiff Bay present and future: overlooking the bay itself is a model of the 2,700-acre project

Exploit lease terms for a lower rent

The property recession has been a mixed blessing for tenants. While footloose tenants can gain through falling rents and are confronted with a wide choice of empty buildings, many tenants with existing leases feel they are paying over the odds, writes Vanessa Houlder.

But occupiers may have more ammunition than they think, according to Baker Lorenz, the London-based surveyor. It argues that tenants would do far better to exploit quirks in the terms of their lease than to rely on conditions in the property market. It goes so far as to claim that the percentage of rent saved by its clients after negotiation with landlords is little changed through the peaks and the troughs.

Baker Lorenz draws attention to the restrictive user clauses that appear in many leases, which may bring down the rent by as much as 70 per cent. In a case at Chiswick, west London, a landlord wanted a fourfold increase in the December 1989 rent review, which would have increased the rent to nearly £16 per sq ft.

Baker Lorenz advised its client to exploit the terms of the original lease, which restricted the building to light industrial use. Under the 1988 Town and

Country Planning Act, industrial premises may be used as offices but a landlord can only charge a rent relating to an industrial use. As a result, the rent was fixed at just £4.68 a sq ft.

Another possible way of whittling down rent is to argue that environmental changes have had a detrimental effect on the area. Baker Lorenz is going to test this argument itself, by claiming that the effect of the London Transport Cross Rail link on Hanover Square, where it is based, will significantly reduce the value of properties and lower their market rental.

Baker Lorenz also urges tenants and their advisers to look carefully at the comparable evidence in the marketplace when it comes to negotiating a rent review. In addition to considering other rent reviews, lease renewals and open market lettings, tenants can point to the trend which is likely to occur in the market place after the effective review date.

The theory of a rent review is to establish the rent which a hypothetical tenant would pay to a hypothetical landlord in a 'real' open market letting.

In the 91 reviews carried out by Baker Lorenz in 1990, it got a 32 per cent average saving on the landlords' asking rents.

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Retail	Office	Industrial	All Properties
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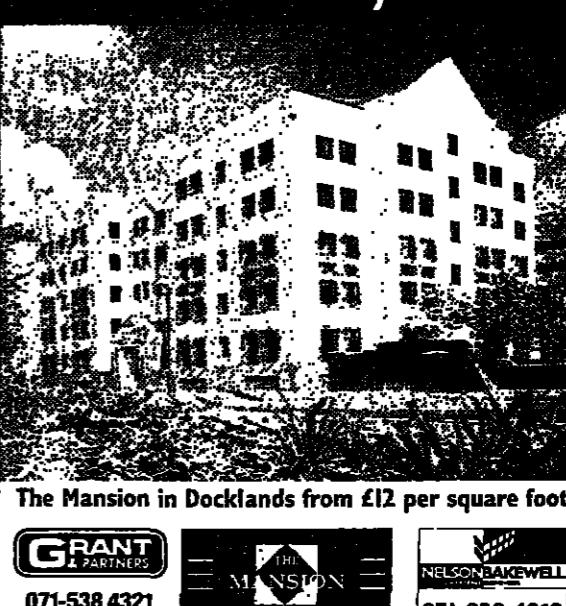


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New broom sweeps in a cultural revolution

Bernard Simon on Northern Telecom's plans to become a global company

For the second time in a decade, Northern Telecom is girding itself up for a thrust into enormously tempting but perilously uncertain territory.

The last time around, in the early 1980s, the Canadian-owned telecommunications equipment supplier won the industry's respect by storming south of the border to become a leading supplier of computerised telephone switches and transmission equipment to the US regional telephone companies.

That expansion, which saw the US contribution to sales rise from less than one-third in 1983 to 64 per cent in 1984, transformed Northern from a Canadian to a North American company.

It set up offices and factories in the US, including a huge manufacturing complex in North Carolina. Americans started infiltrating the senior management ranks, and it switched its financial statements from Canadian to US dollars.

Now, with revenues climbing above \$2bn a year, Northern is aiming for the top league of the global telecommunications business. Its £1.5bn acquisition of STC, the British electronics group, earlier this year, new ventures in Poland and Hungary, cellular phone contracts in Mexico, and new factories in the Far East are among the obvious signs of broadening horizons.

Paul Stern, Northern's chairman and CEO, is also giving the company a vigorous internal shake-up.

Frank Koelsch, partner of Transition Group, an information systems consultancy which numbers Northern among its customers, says that Stern is "really trying to generate a cultural revolution from a technology and engineering company into a marketing company, and from a Canadian-American company into a global company".

Stern, an opinionated American who took over the reins at Northern in March 1989, has not the slightest doubt that the latest foray will be enormously successful.

The jury is also still out on the changes the new CEO is making inside the company. Stern (52), a physicist by training, has swept a wide broom through Northern since coming out of early semi-retirement to take control.

He spent two years as a consultant to a number of US institutes and found-

dations, following a spell as the first president of Unisys, the now-troubled US computer company.

The title of Stern's book on his career and management philosophy "Straight to the Top" gives a clue to his style. While he emphasises that the well-being of his employees is his over-riding concern, Stern also has a reputation as a hard-driving executive who knows exactly what he wants and is determined to get it.

"He rules with an iron fist and there's no question who's at the helm," says Koelsch. Stern has been known to walk out of an office if its occupant answers the phone while they are talking. He is also a stickler for punctuality.

Stern justifies his approach by noting that "wherever I've worked, my organisations have won. Most people like to be with a winner, but to win is tough. You've got to drive."

He left it to be known early on at Northern that he disapproved of the empire-building and back-stabbing which was long a notorious feature of its corporate culture. "I have trouble understanding someone who rejoices in a colleague's failure," he says.

Teamwork became one of the criteria in setting senior managers' bonuses and several layers have been cut from the management structure.

Several North American factories are being closed to eliminate duplication between production in the US and Canada. A growing slice of Northern's products is likely to be sourced from outside North America, especially the Far East. Stern predicts that by further squeezing costs, gross margins could climb by up to five percentage points over the next few years.

The new CEO has also brought in plenty of fresh blood, mostly from the US. His right-hand man, Ed Lucenti, was in charge of IBM's Far East marketing. The new chief financial officer, Michael Mand, came from Du Pont. The vice president for communications, Larry Speakes, was President Ronald Reagan's press secretary.

Several senior executives, including Stern, now keep two offices, one at Northern's head office in the Toronto dormitory suburb of Mississauga, the other outside Washington DC.

Before Stern's arrival, Northern was organised in three main groups: Northern Telecom Canada, Northern Telecom US and Northern Telecom

World Trade. The US and Canadian units took responsibility not only for sales in North America, but also for the bulk of the company's manufacturing capacity.

NT World Trade was essentially an international marketing arm; as a result the overseas salesforce often found itself an afterthought to North American product requirements.

A restructuring put in place last February is designed, says Stern, to encourage "truly global thinking". Research, manufacturing and engineering have been taken out of the hands of regional managers. These activities are now handled by three new global product groups, each with its own president reporting to Stern. The three groups cover public networks (cable, switching and transmission), private networks (office systems), and cellular and radio products.

Northern arrived late in the cellular business, and is now working hard to catch up. The four geographic units, with responsibility for the US, Canada, Europe and the Far East, now stick to marketing. What was once STC is now an integral part of the European group.

Now, says Stern, "the country general manager in, say Japan knows that although the plants in Canada and the US are far apart in miles, the people there are worrying as much about him as about the others". He is searching for other ways to encourage managers to think beyond their national boundaries.

Several teams, each comprising five senior executives, have been given specific "globalisation" projects. They include an examination of career development in a global context, manufacturing competitiveness, and the value of international staff meetings.

In each case, group members have been told to find out what Northern can learn from other companies, even those in different industries.

Ambitious though he is, Stern has drawn some firm boundaries on Northern's growth. He has no intention, for instance, of following AT&T and numerous other telecom companies into the computer industry.

Northern itself burst its fingers in data processing ventures in the early 1980s. It plans to sell its 20 per cent interest in the British computer group ICL, which was acquired as part of the STC deal.

"As long as I am at Northern Tele-



Paul Stern: disapproved of empire-building and back-stabbing

com, I promise we will not go into the computer business," he says. "All those who have tried it before have failed. The markets are different; the politics of marketing are different."

Northern has close links with a telephone operating company, its controlling shareholder, BCE, also owns Bell Canada, the country's most powerful telephone utility, which has played a key role in Northern's growth by channelling many of its juiciest orders to its sister company. Bell remains Northern's biggest single customer.

The two companies also share ownership of Bell-Northern Research, Canada's biggest private sector R&D operation. But Stern insists that Northern and Bell deal with each other at arm's length and he says Northern will not acquire or willingly be acquired by a telephone operating company. "We have a practice of not competing with our customers," he asserts.

There are certainly some encouraging signs for Northern. Its sales outside North America, which made up only 6 per cent of total revenues before the STC deal, jumped by 48 per cent in 1990. Thanks to STC's contribution, BT (formerly British Telecom) is now Northern's second biggest cus-

tomer after Bell Canada.

Northern made an important breakthrough this summer in the German market, one of its prime overseas targets, with its first sale of an intelligent network to the Bundespost. Sales of corporate PBXs in France have picked up significantly. It still seems too early, however, to endorse fully Stern's sunny assessment of the future.

Stern himself acknowledged when Northern published its second-quarter earnings in late July that world telecom markets are "extremely competitive".

While earnings climbed by 11.3 per cent to \$106.5m in the three months to June 30, the increase was largely due to the inclusion for the first time of

St. John's. The global strategy is likely to increase rather than lessen the competitive pressures. Michael Arellano, senior analyst at Northern Business Information, a New York-based research group, notes that some of the key markets being targeted by Northern Telecom, such as Germany, have entrenched national suppliers.

"You're going to find a lot of political resistance to giving large amounts of business to foreign competitors," he says.

Making complexity more coherent

Simon Holberton on the failure of quality circles

British managers became aware of quality when they realised that the Japanese were killing them in the market place. As logical people they asked how the Japanese were doing it.

Some thought it had to do with the way Japanese companies organised shop floor work. They noticed that the Japanese had put shop floor workers together in teams called "Quality Circles" (QCs) and these managers decided British companies could succeed if QCs were introduced.

Stephen Hill, a reader in sociology at the London School of Economics, shows in a forthcoming study* that there was another group of managers who saw that responding to the Japanese challenge involved deeper thinking about organisational structure than simply adopting QCs - something more radical was needed.

Today this all-embracing management tool is called total quality management (TQM).

Hill's study seeks to find why QCs failed in Britain in the 1980s and why TQM might work. His analysis of QCs' failure was still relevant today: many companies want to change themselves, but their effort is half-hearted and displays a failure to think through all the issues.

According to Hill, in the late 1970s and early 1980s British companies sought to solve two problems by introducing QCs: to improve employee relations; to reverse the uncompetitive nature of British manufacturing - ambitious aims.

It was hoped [they] would increase job satisfaction, stimulate personal growth, lead people to identify more with the quality of their own work and the managerial objectives of higher quality and efficiency throughout the company, and so increase employees' sense of involvement in their firms.

Hill's work with a number of UK companies which introduced QCs in the 1980s shows that noble as those aims were, by the end of the decade they had failed to win over sceptical shop floor workers who had elected not to participate in circles, and that circles encountered quite vigorous opposition from middle managers.

The problem, Hill says, is less one of managerial atti-

tudes and culture than the inherent limitations of QCs and the way they were introduced. In essence, these disrupted managers' lives for small returns and created an organisational compromise that confused existing structures, not middle management had no reason to make them work.

Hill calls this organisational complexity "dualism". QCs co-existed with the company's normal bureaucratic organisation and hierarchical authority. Thus middle managers found themselves in two structures, while their position in the hierarchy allocated responsibility to managers in overseeing circles. It denied them authority over them. Membership of circles was voluntary and managers could not determine who joined them; circles determined their own agenda and were not obliged to heed managers' priorities.

The failure to overcome dualism and integrate QCs into their organisation of managing was one of several reasons given by Hill's informants about the apparent lack of commitment to the programme by top managers. Others were the absence of appropriate rewards, sanctions; and the poor culture of circle "admirers" - they were either too young or seen to have reached their career limit.

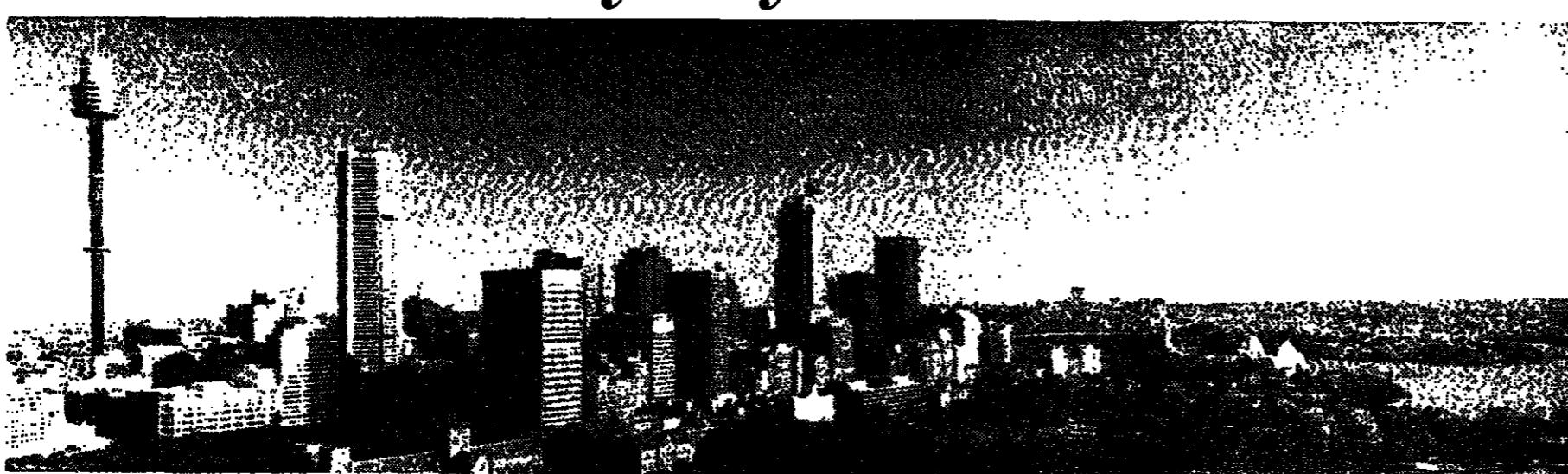
Some of Hill's subject companies moved from QCs to TQM as a result of their problems with QCs alone. He claims that TQM avoids the problem of dualism by integrating quality management into existing structures. But, an appropriate design was found to be more than just the right structures, systems and procedures. "The companies found that they had to contend with backsliding and less than full commitment among certain middle and senior managers."

Hill offers the proposition that "top management will increase the likelihood of a successful outcome to planned organisational change, in this case the cultural shift required by quality management, when it finds ways to align this with the self-interest of individual managers".

British *Journal of Industrial Relations*, vol 29, December 1991.

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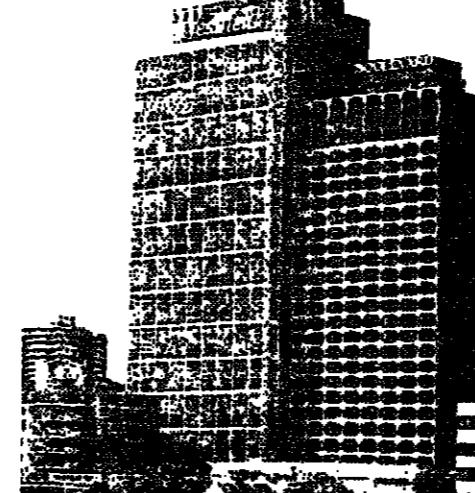
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NOTICE IS HEREBY GIVEN, pursuant to Section 492 of the Insolvency Act 1986, that a meeting of the unsecured creditors of the above-named company will be held at Cork Gully, Shelley House, 3 Hoble Street, London EC2V 7DD on Monday, 7 October 1991 at 11.00 am for the purpose of receiving a statement of affairs and a copy of the report prepared by the Administrative Receivers under Section 49 of the said Act. The meeting may, if it thinks fit, establish a committee to examine the business conducted on creditors' committees by or under the Act.

Creditors are only entitled to vote if:

- a) they have delivered to me at Shelley House, 3 Hoble Street, London EC2V 7DD, no later than 12 noon on Friday, 4 October 1991, written details of the debts they claim to be due to them from the company and the amount of the debts, and have not done so under the provisions of Rule 3.11 of the Insolvency Rules 1986; and

- b) there has been lodged with me any proxy which the creditor intends to be used on his or her behalf.

Please note that the original proxy signed by or on behalf of the creditor must be lodged at the address mentioned; photocopies (including facsimile copies) are not acceptable.

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ARTS



The Dining Room, rue de Calais', 1915, by Vuillard, currently in Glasgow

Vuillard the intimiste

At the outset of his career, Edouard Vuillard made a meticulous study of Chardin. As witness, the first exhibit in the new monographic show at Kelvingrove Art Gallery, Glasgow, is the Chardin-esque *Still-life with Hare*. The larder shelf with dead game, apples and pitcher, and muted tonal harmonies of soft earth colours, are typical of the master's still-lives of the 1700s. Moving through this exhibition, his abiding affinity with the 18th century painter becomes increasingly obvious.

Vuillard's unassuming subject matter is purposely restricted to the familiar. Like Chardin, he felt little need to venture far from the sanctuary of the domestic domain. Although colouristically, compositionally and technically daring, he was too instinctive a naturalist to do more than flirt with the arbitrary colour and radically simplified form pioneered by Gauguin.

An exhibition devoted to Vuillard's interiors - his most familiar works - toured the US in 1989/90, marking the 50th anniversary of his death. Not on its heels came a more comprehensive retrospective seen in France and Spain. This latest offering organised by the South Bank Centre is the first major public show of Vuillard in Britain since 1948 when the Arts Council presented a joint show of Bonnard and Vuillard at the Edinburgh Festival. It focuses on the artist's early and mid career, and on Vuillard as a painter of landscape as well as interiors.

The thematic rather than chronological hang emphasises the consistencies of his oeuvre. In each of the sections oils are shown beside lithographs, and works in pastel, ink and brush, pencil, charcoal, and collé - a glue-based distemper that became his favourite medium. The familiar rubs shoulders with the unknown.

Vuillard was labelled an "intimiste" almost from the start. His canvas was the reassuring ordinariness of home and family life. Home for him was a sequence of modest Parisian apartments dominated by the grave presence of his muse, his mother, with whom he lived until her death in 1928. A family meal in a quiet corner, Mme Vuillard embroidering or arranging her hair, brother Alexandre ill in bed, attended by a doctor: all found their way into Vuillard's art. They are not so much his subjects, however, as points of departure.

"Madame Vuillard Sewing" seems to be a pretext for an exploration of the effect of bright sunlight penetrating a room through a wide open window. With its tones of grey and warm buff, which typically exploit Vuillard's favoured cardboard ground, the interiors of the Danish painters Hammershøi and Holst seem not so very far away. The chiaroscuro is more dramatic when the barely visible Mme Vuillard is painted in bed by candlelight.

Home is the ultimately conventional canvas. Within its walls Vuillard was able to work on defying pictorial space in order to bring the competing patterns of a modern "Artistic" interior to a highly decorative surface. Paradoxically, he also evolved a means of retaining the illusion of space. Depth in rooms or landscapes is invariably articulated by the angles of rugs or open doors, or where walls meet floors or ceilings. Unsurprisingly, perhaps, Vuillard turned out to be something of an armchair landscape artist too. Exchanging the crowds of Paris for the country during the Universal Exhibition of 1900, he developed a taste for painting landscape. He seemed perfectly content to record what he saw from his windows at l'Etang-la-Ville, or at the various summer retreats his friends were to take for the summer. His indolence suggests the relative unimportance of motifs: any room with a view - and he preferred peaceful landscapes and gardens just as he preferred figures in his interiors - afforded intriguing enough relationships of form and colour.

Vuillard has always been admired for the infinite subtlety of his colour harmonies. He could also be a sensual colourist. In an early work dated 1885, he builds up a picture of a family dinner in emotive green. Figures and faces are summarily treated, the latter harshly distorted by the shadows cast by the overhead lamp. The bread is directly lit, represented by a succulent slash of salmon pink paint. In "The Manicure", a similar bravura splash of pigment unexpectedly dizzles the manicurist's shoulder. Vuillard typically conceals the activity of the scene by choosing a viewpoint behind the client's back.

Elsewhere there are thrilling juxtapositions of hot reds and russets, and the pale, chalky and matt colours of the collé sketches. Flat, muted or bold complementary tones combine with his eye for the patterns of natural effects and unusual viewpoints to make the lithographic suite, *Landscape and Interiors*, one of the artist's fineest achievements.

Vuillard's reputation has no doubt suffered because he chose to produce sensitive, decorative, easily accessible and perennially appealing images. This rewarding exhibition is ample proof of his humanity and enduring appeal, and that these quiet images belie a career of constant experimentation.

Vuillard: Intimiste de la Belle Epoque continues in Glasgow, sponsored by Whyray & Mackay, until October 20, then on to the Graves Art Gallery, Sheffield, October 25-December 18, and at the Van Gogh Museum, Amsterdam. January 9-March 8, 1992.

Susan Moore

the coming week centres on Stockholm, Bielefeld and Chicago, each of which has its first premiere of the season tomorrow.

The Royal Opera, Stockholm, is reviving Gustav Vasa, one of three Swedish operas by the German-born, Italian-trained composer Johann Gottlieb Naumann (1741-1801). The cast includes Nicolai Gedda.

Bielefeld marks the Meyerbeer 200th anniversary with a German-language production of *L'Africaine*, staged by John Dew.

Not content with just one premiere, Bielefeld adds a second on Sunday: Grétry's musical fairy-tale *Zémire et Azor* (1771).

A co-production with Houston Opera, Chicago's Lyric Opera opens its season with Boito's *Mefistofele*, in the acclaimed production (already seen in Geneva and San Francisco) by Robert Carsen, with Samuel Ramey in the title role.

The main feature of the Royal Danish Ballet season is a new production of *A Folk Tale*, for which the choreographer will be creating the designs. The production receives its first performance in Copenhagen next Friday, in a staging by the company's director, Frank Andersen.

Lyon's first Biennale of French Music (Sep 19-29) offers a fascinating survey of orchestral and instrumental music of the past 250 years. In the opening concert, John Eliot Gardiner conducts works by Ménuli, Cherubini, Boieldieu and Berlioz. There will also be two staged performances of Berlioz's *Harold in Italy*, a concert of Varese, Milhaud and Messiaen, and a two-piano recital.

The main operatic interest of

by Martha Argerich and Alexandre Rabinovich.

EXHIBITIONS GUIDE

BASLE

Kunstmuseum Swiss Drawings 1800-1850: a selection of the best work of the period, in which Swiss artists were searching for their own path between the Romantic school in Paris and the circle of German artists in Rome. Ends Oct 27. Also 20th century drawings from the Burckhardt-Koechlin Foundation, including work by Picasso, Alberto Giacometti, Modigliani, Dubuffet, Ernst and Beuys. Ends Dec 8. Closed Mon

BONN

Rheinisches Landesmuseum John Heartfield: centenary retrospective of the Berlin-born photo-montage artist, known for his life-long Communist beliefs. Ends Nov 3. Closed Mon

FRANKFURT

Schirn Kunsthalle Picasso, Miró, Dalí and the origins of modern art in Spain: an exhibition, made with the help of the Museo Nacional in Madrid, tracing the development of Arte Nuevo from 1900 to 1936. Ends Nov 10. Closed Mon

LONDON

Royal Academy The Pop Art Show: the icons of Pop from London and New York in the 1950s and 1960s, with work by Hockney, Rauschenberg, Warhol, Jasper Johns and many others. Ends Jan 15. Daily

Tate Gallery Turner's Rivers of Europe: The Rhine, Meuse and Mosel. An exhibition focusing on

Wilhelm II: paintings, sculpture and artifacts, including silver and furniture from the time of Frederick the Great. Ends Sep 28. Closed Mon

Schloss Köpenick Rosenthal porcelain: a collection of work by one of the leading early 20th century German porcelain manufacturers, tracing developments in design from Jugendstil to the 1940s. Ends Jan 5. Closed Mon and Tues

BIELEFELD

Kunsthalle Picasso's Surrealism 1925-37, with more than 100 paintings, drawings, watercolours, prints and sculptures from the artist's surrealist period, drawn from public and private collections around the world. Ends Dec 15. Closed Mon

BONN

Rheinisches Landesmuseum John Heartfield: centenary retrospective of the Berlin-born photo-montage artist, known for his life-long Communist beliefs. Ends Nov 3. Closed Mon

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Tate Gallery Turner's Rivers of

Europe: The Rhine, Meuse and Mosel. An exhibition focusing on

Turner's tours to the Low Countries and the Rhineland in 1817, the 1820s and 1830s, including many little-known watercolours, some of which are publicly viewable for the first time. Oil paintings, sketchbooks and color studies are included, as well as architectural designs and a series of 60 small pouches on blue paper. Ends Jan 26. Also William Blake: 150 watercolours, drawings and engravings from the Tate's fine collection of work by the English visionary poet and painter. Ends Nov 2. Daily

Victoria and Albert Museum Schinkel: a Universal Man, an exhibition devoted to one of the greatest classical architects of the 19th century, with paintings, architectural drawings, furniture, sculpture and silver from the Schinkel archive in Berlin. Ends Oct 27. Also Postmodern Prints: an exhibition of 50 objects by international artists, aimed at encouraging an assessment of the conflicting versions of Postmodernism. Ends Oct 27. Daily

NEW YORK

Metropolitan Museum of Art National Collection: the friends and followers of Georges Seurat. An exhibition of 70 paintings, drawings and prints by Signac, Matisse and others, drawn from the Museum's own collection. To be followed next week by a major Seurat retrospective, mounted with the help of the Musée d'Orsay in Paris. Ends Jan 12. Closed Mon

Museum of Modern Art Guillerme Kuitert: an exhibition of recent works by the Argentine artist whose imagery includes

beds, stage sets, floor plans and road maps. Ends Oct 29. Also Lee Friedlander: Nudes. A selection of 50 photographs of female nudes ranging from intimate portraits to abstract figure studies. Ends Oct 8. Closed Wed

Winterthur Museum of American Art Hunt Diederich: Figurative Hunt Diederich: figurative sculpture and drawings by a long-neglected early 20th century artist. Ends Sep 29. Also Jean Béraud: a retrospective of 22 years of work by a pioneer of conceptual art. Ends Oct 20. Also American Life in American Art: the 20th century American experience as seen in paintings and sculptures from the permanent collection. Ends Nov 10. Closed Mon

PARIS

Musée d'Orsay Jean Dubuffet: The Last Years. More than 100 paintings and 90 drawings by the founder of Art Brut, dating from the period 1974-85. Ends Sep 22. Closed Mon

Musée d'Art Moderne El Lissitzky: 200 works, many lent by the Tretiakov Gallery in Moscow, offering a retrospective of the Russian constructivist (1886-1941), who was a major figure of the avant-garde at the time of the 1917 Revolution. Ends Oct 13. Closed Mon

Paris Musées Jean Dubuffet: The Last Years. More than 100 paintings and 90 drawings by the founder of Art Brut, dating from the period 1974-85. Ends Sep 22. Closed Mon

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FINANCIAL TIMES

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The future of Europe

THE COLLAPSE of communism in the Soviet Union, entailing as it does the virtual disappearance of the Soviet Union as such, was rightly described by the British prime minister yesterday as one of the most dramatic revolutions of the 20th century. Coming on top of the withdrawal of Soviet power from east-central Europe, it transforms the environment in which the European Community has evolved. That does not mean that the EC's evolution should be arrested, still less reversed. It does mean that it has to rethink its priorities very carefully in the light of the new circumstances.

Today, in the first of an occasional series of leading articles analysing the implications of this change, we consider how far the EC should aspire to expand into the vacuum left to its east by the rout of communist power and the dismantling of the communist economic system. Further articles will discuss the institutional structures required for this expansion, the movement to which the EC should involve itself in questions of defence and security, the transitional arrangements to be made with future member states, and the future relations of an enlarged EC with its global partners.

Looking east

AS SUGGESTED in Mr John Major's thoughtful speech yesterday, it is becoming a matter of some urgency for the EC to consider where it wishes to draw its eastern frontier. In this context, it is no good talking about a Europe "from the Atlantic to the Urals". That formula may be useful in regulating the deployment of troops. But it is not helpful when it comes to defining membership of an interstate organisation, because the Urals are not a frontier between states; not even between Soviet republics.

Whatever parts the Soviet Union divides into, a Russian state will remain, with most of its population and industry on one side of the Urals but most of its territory and natural resources on the other. This state will continue to be a potential if not an actual superpower, with an essential role to play in European security – comparable in that respect to the US which is also a European power by origin and culture, but also stretches right across another continent.

No sensible person in Europe wants to make an enemy of either superpower. But the European Community must be something smaller and more closely integrated than a vast free trade area stretching from Vancouver to Vladivostok. It is an attempt by the small and middle-sized states of old Europe to get together so as to be able to deal with both the US and Russia (and Japan, and eventually China) on something like equal terms. If either superpower became a member of it, all the other members would be dwarfed.

The question is how many of the countries in east-central Europe – the broad region between Germany and Russia – can be incorporated into a European Community friendly to, but separate from, Russia.

Potential members

It seems to have become generally accepted that those countries which were not part of the Soviet Union should be regarded as at least potential EC members. They were associated with Russia by force, not by choice, and it would be wrong for eastern Europe to force them back into such an association against their will. Now the same logic is being applied to the Balkans, which are a "special case" because most EC members never recognised them as *de jure* part of the Soviet Union. It is true that they were part of the Russian empire before 1917, but then so were Poland and Finland. Their historic cultural links are with Germany and Scandinavia, and the Scandinavian countries feel a special responsibility for them. If Sweden and Finland join the EC, the chances are that they will bring the three Baltic states in their wake.

One must suppose that Moldova will be another special case, if its Romanian-speaking

Old Brussels hands have always had a sneaking regard for the way the Dutch handle European Community affairs.

And this week the Netherlands, as present holder of the EC's rotating six-month presidency, has shown its mettle on the vexed issue of European economic and monetary union (Emu).

A so-called "technical paper" tabled by the Dutch presidency at the end of last month has brought uncertainties about the direction of economic and monetary union to the surface, but it seems also to have quickened the pace of negotiation.

While a casual observer might think the debate on Emu in recent days has generated more heat than light, important issues and taboos have been flushed out into the open.

"What we needed at the moment was more clear positions," said one Dutch finance ministry official after a meeting on Monday of the EC's intergovernmental Conference (IGC) on monetary union. "The Luxembourgers (who presented the last draft Emu treaty during their presidency in the first half of this year) did a very good job, but made their texts rather foggy. We needed to be a little clearer."

The Dutch initiative has brought the debate on Emu back to the fundamental issue of whether the Community should progress towards union on the strength of the increasing convergence of the member states' economic performance – the so-called bottom up approach – or whether there should be a "top-down" imposition of structures and deadlines.

In a Community where agriculture is still accorded great importance, such concepts can be described in terms of horses and carts. The Dutch draft, representing an evolutionary plan, can be seen as one in which the horse has been put before the cart. Rival institutional schemes – and indeed the European Monetary System when it was set up in 1979 – are more resolute of the cart being put before the horse.

Almost as significant, the Dutch have managed to produce a document on Emu that has even left the British government clutching with satisfaction. This alone represents a remarkable achievement given that two and a half years ago, the then UK chancellor, Mr Nigel Lawson, was threatening to block any move to union.

The draft from the Hague – although officially termed a non-paper, and seemingly disowned late on Monday by Mr Wim Kok, the Netherlands finance minister who is also current chairman of the monetary union IGC – has also aired the question of whether Emu should develop at two or more speeds more explicitly than any previous EC document.

"It was the first time that an EC paper had stated from the very beginning that there would be two groups," said an Italian official, making clear that future drafts will have to try to reconcile the two camps.

The Dutch document was roundly abused by the southern EC member states in Monday's meeting of the IGC and has attracted critical comments from countries that support it. The European Commission has also described some of its proposals as politically unacceptable.

But it probably represents an intellectual break in the debate over Emu. It could mark an end to the ascendancy of the concept of an institutionally driven union.

This "federal" approach – with its emphasis on the creation of a European central bank at an early stage of Emu and the setting of a strict timetable for achieving union – galvanised the upper hand from April 1989 after publication of the Delors report outlining a three-stage progression to Emu – from the present European Monetary System, through integration of monetary policies, to adoption of a European central bank and single currency. It probably reached its

New Dutch proposals on economic and monetary union have speeded up the talks, write Andrew Hill and Peter Norman

The horse is back before the cart



zenith at the October 1990 European Summit in Rome when Mrs Thatcher was "ambushed" with an agreement which most member states chose to interpret as providing for the European central bank in stage two of a monetary union from 1996.

The Dutch paper, by contrast, contains no firm date for the full or third stage of union and talks of a more embryonic European Monetary Institute for stage two of Emu, and a central bank for those countries which graduate to full union in stage three.

But the conditions caused a furor because they implied that Italy and Greece would not be able to join the union at the same time as the fiscally sound, low-inflation EC northern states. These indications of a "two-speed Europe" were borne out by a suggestion in the Dutch paper that a minimum of six EC countries could

start the union from 1996 with the others joining later. Although they were not named, it was clear that the six would be Germany, France, Denmark and the Benelux countries.

Despite the criticism, the Dutch paper is not destined for oblivion. The Netherlands is already preparing a formal draft treaty on Emu for submission before the end of next month.

Belgium is taking some of the immediate pressure off the Dutch by preparing its own version of the text for discussion at an informal meeting of finance ministers in Apeldoorn, in the Netherlands, at the end of next week.

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Proposed conditions for economic convergence

A high degree of price stability, apparent from a level of inflation close to that achieved by the member states with the best performance on prices.

A sustainable government financial position, which is apparent from budget deficits that are not deemed to be excessive.

Currency within normal (2.25%) fluctuation margins of the European Monetary System exchange rate mechanism for at least two years without a significant depreciation of member states' currency.

A close approximation of comparable interest rates relative to those member states with the best performance in terms of price stability.

Source: Dutch paper

Royal salute

■ There's nothing Britain's establishment likes better than putting on a pukka British show. So as the Queen is by far the longest-serving Western head of state, next year's celebration of her 40 years on the throne will be exactly right.

It is not a jubilee, so too much pomp and circumstance wouldn't do. Moreover, the little problem of the Queen's freedom from taxes means that asking the population to dip into its pockets via a massive money-raising appeal might strike the wrong chord.

Nevertheless, Corporate Britain will be expected to do its part, and any cash left over after the various national and local events will go towards something of "lasting benefit" to the country.

The celebrations are the idea of former media man turned venture capitalist Robin Gill, who rather surprisingly doesn't rate an entry in Who's Who.

Thanks to him, the Royal Anniversary Trust has been established, Buckingham Palace has given approval, and the party political leaders have been asked to ensure the great and the good are available for public display.

George Younger, who managed Mrs Thatcher's infamous re-election campaign, is chairman, and Willie Whitelaw and Merlyn Rees will be expected to see the message gets through to the shires and inner cities. Barclays' Sir John Quinton is in charge of fund raising, backed up by Lloyds Bank's Sir Jeremy Morse.

Right, chaps. Get on parade!

Popping up

■ An impressive classic like Business and Mischief crumble in the recession, up goes the Modern Review, launched today as a highbrow paper of mass culture from Barthes to Bart Simpson.

It could even survive. Fash-

OBSERVER

ion PR Lynne Franks and Peter Wallis, partner in wacky management consultancy SBU (alias Peter York, inventor of the Sloane Ranger) are principal shareholders. Editor is the youthful Toby Young, and Julie Burchill is director.

The business plan is a minimalist masterpiece. Staff work for free, the product is printed on cheap newspaper and distributed by Time Out.

Issue one certainly upholds the review's faith that popular culture makes history.

There is an article on western rock music's role in the collapse of communism in the Soviet Union. It reveals that Boris Yeltsin listened to Presley's Are You Lonesome Tonight while walled up in the Russian parliament during the coup. Purveyors of such nuggets deserve to thrive.

Puffing Paddy

■ You'd never know it from the clean-cut public images emanating from the Liberal Democrats' conference in Bournemouth, but their leader Paddy Ashdown does have a vice: He smokes cigarettes.

He's embarking on it to the brusque removal of a man who was standing behind the party leader at one of his photocalls this week. The man is a veteran anti-smoking campaigner who knows the secret, and is determined to "out" it if given the chance.

Even so, Ashdown's addiction does not much enrich the big tobacco companies – or, at least. "His favourite brand is other people's," confided an underling in a smoky seaside bar.

Conversion

■ Time was when Grant Baird, the Royal Bank of Scotland's invigorating chief economist,

criticised for British Rail, the ad does smugness from every pore. Against a backdrop of high-speed trains bizarrely draped in black silk and flying national flags, a voice tells us: "It's a fact that, here in Britain, with the launch of the new InterCity 225, we have more trains going at over 100mph than any country in Europe. Just think about that.

No, we oughtn't. Translate 100mph into Continental speeds and it becomes 160 km/h, an arbitrary cut-off which just happens to favour BR. Almost any other cut-off, higher or lower, would have put other countries in the lead.

The ad also instigates that Britain has Europe's fastest train. False – while a lot of BR's trains may occasionally touch 100mph, none of them compares with France's TGV or the German IC Express, either for top or average speeds.

It is an expensive way of economising with the truth. Can't somebody stop BR from publicly preening itself until it can honestly advertise what travellers really want: trains that turn up in the first place and get them where they want to go on time?

It won't undermine the public representation UKREP, through which the government's Office will continue to do. But with other regions' areas of Europe opening offices in Brussels, the Scottish Enterprise development body is following the herd, and Baird has long since abandoned dreams of being the first governor of Scotland's central bank.

Ascot gamble

■ With little more than a fortnight to go before the biggest event in British racing – the British Walker Festival at Ascot – the organisers are exhibiting remarkable optimism. With the chief sponsor, racing the edge of receivership, there is a chance that some of the winners of the film prize money may have to take their place in the queue with the rest of BW's creditors.

The festival will go on regardless, insists Nick Clarke of the International Racing Bureau. The nice Lord Kimberley, rather than the rough George Walker, promises that he will be presenting the trophies whatever happens. The prize money may be another matter.

False economy

■ British rail-travellers wanting to feel their blood boil should watch the commercial break during The News At Ten tonight. Except, that is, if you're south coast bound, it includes the first screening of the latest ad for InterCity train services.

Like earlier Saatchi & Saatchi

PROBLEMS WITH WORLD CUP RUGBY? • THOMAS PACE • CAN HELP !!

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The Rugby Football Union has now **guaranteed** that all bookings placed through Keith Prowse will receive the tickets. The hospitality, however, remains a Problem.

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There is now plenty of evidence to suggest that the east German economy is close to reaching the end of its two-year freefall. Far riskier to predict is when it will bounce back with sustained growth.

The good news first. A growing number of politicians and economists in west Germany are "calling the turn" based on the stabilisation of unemployment, industrial order and industrial production indicators, and forecasts of 10 to 15 per cent growth in the construction, trade and transport sectors next year.

Some of those indicators are not very reliable. Industrial production was 5.4 per cent higher in June than in May (although still 37 per cent lower than the third quarter of last year), but a 10 per cent increase in industrial orders in June is distorted by a clutch from the Soviet Union, and unemployment is hidden by short-time working and the growth of make-work and training schemes, many of dubious worth.

The number of genuine full-time jobs in east Germany is likely to be no higher than 4.5m at the end of this year compared with 5m at the end of 1989 and the DIW economic institute calculates that during the same period the annual

The jobless have a living standard closer to those in west Germany than any other east German group

hours worked will have dropped from 8.9bn to 4bn.

But as Mr Kurt Biedenkopf, the prime minister of Saxony, points out, east Germany is adjusting from a labour market participation rate of 90 per cent of the adult population to something closer to the west German level of 65 per cent. He adds that people in east Germany have, contrary to some fears, mostly accepted the need for temporary unemployment levels of about 30 per cent (including short-time working) and quotes poll evidence which shows there is now a much higher level of optimism about the future in east Germany than in west Germany. In his own state of Saxony, 70 per cent are optimistic about the future. In east Germany as a whole, the figure is 62 per cent, compared with only 42 per cent in west Germany, according to the latest Allensbach polling organisation's findings.

Thanks to the huge transfer payments this year (about

Stirrings of life in the east

David Goodhart and Andrew Fisher on the difficult economic transition still faced by east Germans



East Berliners queue up at an unemployment office — but Saxony's prime minister Kurt Biedenkopf, inset, says most east Germans accept need for a temporary 30 per cent jobless level

1989 position. Also, although east German exports are stabilising thanks to DM10bn worth of Soviet orders this year, the region will run a current account deficit of DM12bn this year.

Total imports of goods and services of DM183bn will be almost the same level as GNP at DM190bn, compared with a west German ratio of DM370bn of imports to GNP of DM2,180bn.

East Germany will continue to produce very little of what it consumes, and remain completely dependent on the west for several years, according to Mr Heiner Flassbeck of the DIW institute in Berlin. "That means any weakening in the west will spill over into the east," he warns.

Therein lies the problem. Even if the optimistic forecast of 10 per cent growth in gross national product next year is accurate, east Germany's GNP at the start of 1993 will still be nearly 25 per cent below its

1989 level.

Mr Kasch says there is a dispute within the Treuhand between those who stress privatisation above all and those who want to concentrate more resources on restructuring companies which cannot be sold quickly.

The Treuhand is planning to spend about DM12bn on restructuring this year. But some observers complain that although the company holding department at the Treuhand wants to keep as many of its charges as possible it cannot get the money from the finance department to invest in them.

sons, but west Germany's backbone of larger *Mittelstand* (medium-sized) companies are still notable by their absence. He also points out that most of the 400,000 enterprises founded since the beginning of 1990 are in the service sector and that many of them have subsequently closed.

The pace of privatisation by the Treuhand is holding up at a relatively high level. More than 3,000 out of the total of 10,000 larger enterprises have now been sold, and some whole sectors, in particular retailing, are now privatised. But what will be decisive for the industrial future of east Germany is how the organisation treats the 2,000 to 3,000 companies that are worth saving but cannot be sold for a year or two.

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'People can be dissatisfied if they are stagnating at high standards and satisfied if poorer but improving'

"About one-third of saveable companies will be liquidated because of lack of investment," estimates one insider.

At least west German money is now being ploughed into investment — DM65bn this year — as well as consumption in east Germany. Mr Biedenkopf reckons that with growth of 7 to 10 per cent a year per capita gross domestic product in east Germany will reach 65 per cent to 70 per cent of the west German level by the end of the decade. "As long as people see things steadily improving they will not worry so much about being equal with the west. People can be dissatisfied if they are stagnating at high living standards and satisfied if they are poorer but improving," he says.

Such a worry seems rather an indulgence when any manufacturing investment is a rarity. Mr Thomas Kemmerich, a management consultant from Erfurt, says that the big companies such as Siemens and Daimler have all invested in east Germany for prestige reasons.

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None of us really understands democratic politics in the absence of socialism. This is hardly surprising.

We have had no practice from its spiritual home in the east, the ghost of Marx has always glowered at us. Since the revolution of 1917, the existence of a communist Soviet Union has been a part of the western political consciousness. In Europe, the presence of communist or socialist parties has been taken for granted for the past century.

Now such parties are irrelevant. The future of a French government based on an alliance between socialists and a dwindling communist party is questionable. President François Mitterrand was squirming at his press conference on Wednesday. He had to allow for the privatisation of minority shareholdings in enterprises the French had nationalised. The British Labour party is increasingly embarrassed by the use of the word "socialism", let alone any reminder of its past policies of state ownership. Even Sweden seems likely to vote out its Social Democrats.

Non-communists on the left may protest that mixing references to socialism, communism and totalitarianism in this way is perverse — that there is no link between say, western democratic socialists and the late Communist party of the Soviet Union. Yet every time another statue of Lenin crashes to the ground another subconscious tie to the thought of Marx, common to all parties of the left, is snatched.

Programmes that accept or extend ownership of industries and services belong to the dustbin of ideology. So do analyses based on the inevitability of class conflict, although classes continue to exist. These propositions began to be recognised during the 1980s. They were generally accepted after the eastern European regimes were toppled in 1989. Now the events of August 1991 have put the final seal on the process. Without socialism, all politicians are suddenly alone.

Instead it would be wrong for

liberals to regard the death of Marxist thinking as the conclusion of the process of political struggle. With capitalism triumphant, not to say rampant, the new barons are the managers of large companies. In some countries they have politicians on their payrolls. Americans are aware of this. Socialist parties never made much headway in the US, but a prime motivator of the Democratic party has always been distrust of big business. Some continental Europeans also understand the point. The German model, which incorporates powerful trade unions as "social partners", is evidence for redress when it overreaches itself. These are the very forces that Americans look to to protect them from the excesses or illegalities of politicians, or managers for whom temptation has been too strong. This is not to say that the system works perfectly. Big business may be steadily gaining ground. The frequency of reported scandals seems to have increased. But the rule of law is the only tolerable system yet invented.

In Britain our post-socialist politicians must address themselves to the imbalances inherent in the business-political complex. This is what the Liberal Democrats have attempted at their remarkably successful conference in Bournemouth this week. Their allegiance to a clean market economy puts the Tories to shame. They would, for example, break up British Telecom. "We are determined to attack the monopolies, whether they are private or public," said Mr Paddy Ashdown, party leader, yesterday.

"We would increase competition in the banking sector... and we would introduce a new restrictive practices act."

Their proposals for constitutional reform serve the same purpose. The list is familiar. It includes decentralisation of power to Scotland, the regions and local authorities; electoral reform; an independent Bank of England; a bill of rights; freedom of information; and so on. If power is spread, its abuse cannot be absolute, or uniform. If government is transparent, so much the better.

Mr Des Wilson, the party's campaign manager, argued forcefully on Wednesday that corruption is already embedded in British politics/business. If so, it is hedged with English inhibitions about correct behaviour within ministries and boardrooms. But the danger increases. The prime minister knows, or should know, the proper response. "We must heed the way the world is moving," he said in Paris yesterday, "— towards more decentralised, more accountable structures". He was speaking of the European Community. He would do well to apply the same stricture to the United Kingdom of Great Britain and Northern Ireland.

Joe Rogaly

After socialism



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LETTERS

Privatise the M62, then the M1

From Mr Brian Shenton.

Sir, While there may be a case for looking at additional routes across the Pennines, the "Transport plan for NW urged" (September 5), the need for change to the M62 must not be overlooked. It is a cultural shock to return to the M62 after several hundred miles on French autoroutes.

The M62 is a boring, uninteresting, dangerous and poorly managed highway which cries out for an injection of continental flair, imagination and experienced management.

The brown tourist information signs pioneered in France, are slowly appearing on our roads. Yet the M62 remains 100 per cent blue. What remains to be done? After five minutes in each past another in the slow lane — all at 45mph and slowing. Going down the incline, drivers towing caravans are kept to a speed limit.

None of these innovations will be tried whilst the road is nationalised and run by the Department of Transport and several other government agencies. The French, and indeed the Italians, have a different structure using a single company for management.

Let the government set up the Trans Pennine Motorway plc and give it the contract to operate the M62. The private sector has had to bring in European partners for the private road in the Midlands because they have no experience of operating highways. Now is the chance to give the private sector that experience.

Success with the M62 could lead to the privatisation of the M1. Now that would be an achievement.

Brian Shenton,

Brian Shenton Associates,

1 Thrush Nest Drive,

Harrogate, HG2 9PB.

Give the unemployed long-term subsidies

From Mr Geoff Beacon.

Sir, Richard Layard and John Philpott repeat the conventional wisdom that "unemployment is the price we pay for controlling inflation" ("A 12-month turnaround for the unemployed", September 11). More accurately, it is the price the poor (now renamed the underclass) pay.

Why not confront the problem head on? At a given time, there will be people who cannot legally earn enough to have a civilised life. Instead of giving them life skills classes or paying them not to work, we should ask to what extent training independent of the workplace actually increases an individual's ability to do a job. I remain highly sceptical of the trainers' claims.

Their suggestion for a subsidy to employers for taking on

Pay central to full employment

From Mr Mark Corney.

Sir, I am afraid Richard Layard and John Philpott have put the cart before the horse in "A 12-month turnaround for the unemployed" (11 September).

Their programme to help unemployed people cannot be sustained when the economy is set to function at a low level of demand throughout the 1990s.

Equally we cannot even countenance a new contract between the state and the citizen until and unless one of Beveridge's preconditions has been met — the achievement of full employment.

Indeed, even when full employment is achieved, a new framework of duties and obligations between state and citizen must in turn be conditional upon the quality of the job and training opportunities on offer and the level of training allowances and rates of pay to unemployed people.

Inexplicably, Layard and Philpott fail to remind readers that co-ordinated pay bargaining is the linchpin to employment policies in both Sweden and Germany.

Instead of tucking away their reference to co-ordinated pay bargaining, they should have made this the precondition to their programme.

As Peter Robinson and I argued in the same column on September 3 ("Time to make a stand on co-ordinated pay bargaining") to attain full employment — defined, say, as less than 750,000 unemployed people out of work — our endemic pay problem must be solved. Then we can get the economy moving on a sustainable non-inflationary basis.

As it stands, the Layard and Philpott article perpetuates the myth that full employment in the UK has more to do with scheme-building, rather than a better functioning economy.

research officer,
Campaign for Work,
Amex B,
Tottenham Town Hall,
London N15 4RX

IoD survey sample too small

From Mr Robert Worcester.

Sir, Dr Ann Robinson (September 11), defending the Institute of Directors survey of business opinions, digs herself in deeper when she says that their sample of 320 is "as valid as any of the major surveys of voting intentions where 1,000,000 respondents are contacted".

In fact, the confidence interval of a sample of about 300 is plus or minus 5 per cent — a 1,000 sample would be plus or minus 3 per cent, and a 2,000 sample (as in the monthly Mori survey for the Sunday Times) plus or minus 2 per cent. The IoD sample may be as systematic as any of the major surveys of voting intentions where 1,000,000 respondents are contacted, but given the size it cannot be as statistically reliable.

Alas, as Dismal said, there are lies, damned lies, and statistics.

Derek H Broome,
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Investment in health and education will be much reduced if economic situation worsens

Cuba to face crisis with 'zero-option'

By Damian Fraser in Havana

CUBA is preparing a so-called "zero option" in case its economic crisis deepens, under which food would be handed out in soup kitchens, petrol for private use would be withdrawn and the supply of electricity severely rationed, according to a Cuban official.

Mr Raul Amado Blanco, the senior economist at the Bank of Cuba also said Cuba "would reduce substantially investments in health and education", the proudest achievement of president Fidel Castro's 32 years in power.

Mr Blanco was speaking in an interview after the announcement by president Mikhail Gorbachev of the withdrawal of 11,000 of the

14,000 Soviet troops in Cuba. He described the Cuban economic situation as "very tense - the worst I have seen in my 24 years at the central bank".

Cuba's economy, which had shrunk in the first half of the year, would continue to fall as the year progressed. Cuba, he said, would face very difficult times for the next three or four years.

The country has already introduced severe austerity measures, for example, importing bicycles from China and encouraging the use of horses and oxen in agriculture to cut the use of fuel items such as cigars and cooking oil have been rationed. But even if the economy continues to deteriorate,

Mr Blanco said negotiations over

an agreement would start soon, but they will be made more complicated by the need to talk separately with Russian republics. Some four-fifths of Cuban trade with the Soviet Union is with Russia, Ukraine, Belarusia and Kazakhstan.

While some agreement is probable, the Cubans are unlikely to be offered as attractive terms as they were this year, say to western diplomats in Havana.

The government instead seems to be pinning its economic hopes on western foreign investment. Last month Mr Raul Taladriz, the vice-president of the State Committee for Economic Co-operation, said that "Cuba

was willing to negotiate with the devil" to survive economically.

Mr Blanco emphasised that Cuba was open to foreign investment in tourism, light and heavy industry. Its foreign investment decree was "more flexible than any other socialist country", while current restrictions could be put aside on a case-by-case basis.

However, government officials emphasise that the rest of the Cuban economy would remain controlled by the state. Mr Blanco said that Cuba will not move to a mixed economy, nor would the government re-introduce a "peasant's market", such that briefly reigned in the mid-1980s.

Japan's Finance Ministry blocks plans for watchdog

By Stefan Wagstyl in Tokyo

THE Japanese Ministry of Finance, battling to maintain its influence following recent scandals, has blocked attempts to establish an independent financial markets watchdog on the lines of the US Securities and Exchange Commission.

Ministry officials have persuaded critics that such a scheme would be impracticable and have secured support for more modest reforms involving the creation of a semi-independent supervisory organisation which would be closely associated with the ministry.

Its success in thwarting this threat to its powers indicates that its voice is also likely to prevail in other proposed reforms designed to deal with recently publicised abuses - including stockbrokers paying compensation to favoured clients, links between brokers and a criminal organisation, alleged stock manipulation and banks making illegal loans.

The ministry supports some important changes - including the codification into law of many of the ministry's instruc-

tions to financial companies. But the failure of moves to establish an independent watchdog means important decisions will stay with the ministry - even though it has itself been accused of contributing to the scandals by failing in supervision.

The plan for a semi-independent watchdog is the main recommendation of a report which was due to be presented today to Mr Tochiki Kaifu, the prime minister, by a top-level advisory committee headed by Mr Eiji Suzuki, a leading industrialist.

Some committee members originally favoured the establishment of an SEC-style body, which would have taken over from the ministry powers to inspect banks and securities companies. This would have left with the ministry the func-

EC urged to meet car challenge

By Kevin Done in Frankfurt and Andrew Hill in Brussels

MR Martin Bangemann, European Community industry commissioner, yesterday vigorously attacked the protectionist lobby in the European motor industry, as a deep split opened up again over the sensitive issue of Japanese car sales in Europe.

He urged European carmakers to meet the Japanese challenge head-on if they wished to remain successful in the future. His attack came in a speech at the Financial Times World Motor Industry Conference.

Last month's agreement between the European Commission and Japan to open up the EC car market completely to Japanese car imports from the end of 1999, after a transition period, would confront the European motor industry with tough competition and a major challenge, he declared.

But doubts about the interpretation of the deal have surfaced in Frankfurt in the last

two days following comments by Mr Yutaka Kume, chief executive of Nissan Motor and president of the Japan Automobile Manufacturers' Association, and Mr Jacques Calvet, Peugeot chairman.

Mr Kume said on Monday that Japanese manufacturers would be opposed to any restriction on the annual output of Japanese cars in Europe - so-called "transplant" production.

In principle, transplants are not covered by the Japan-EC agreement and a senior Commission official in Brussels yesterday reiterated that no such limit had been set. However, the Commission has estimated that transplant output will rise gradually to 1.2m by the end of the decade.

The terms of the agreement are deliberately vague. Japan will monitor exports to the EC "in accordance with" forecast levels of exports in 1999 - 1.23m based on the assumption

that EC demand will total 15.1m vehicles by the end of the decade. The Commission has always held to the line that there is no relation between transplant output and imports.

EC officials conceded when the deal was agreed that it was no more than a gentleman's agreement, prompting fears that both sides might attempt to reopen negotiations about the "assumptions" involved almost as soon as they were published. Mr Calvet, for example, has always wanted stricter curbs on Japanese car sales during the transition period.

Mr Lindsey Halstead, chairman of Ford of Europe, yesterday attacked both the Commission's failure to insist on reciprocity in the agreement, and implicitly governments like the UK which have encouraged Japanese carmakers to invest in Europe.

Japan's trade surplus, Page 3; Conference report, Page 6

EC observers may quit Croatia

By Laura Silber in Belgrade and Ronald van de Krol in The Hague

EUROPEAN Community monitors who are trying to impose a ceasefire in Yugoslavia's breakaway republic of Croatia yesterday threatened to pull out if their safety could not be guaranteed.

The warning coincided with a statement by Mr Stipe Mesic, the state president, that he would seek "foreign intervention" if the army failed to withdraw to barracks in Croatia by today. The president did not go into details about which outside forces might be invited to intervene.

Earlier in the day, Lord Carrington, the former UK foreign secretary, opened the first working session of The Hague peace conference on Yugoslavia by chairing a meeting with Mr Budimir Loncar, the Yugoslav foreign minister, and the foreign ministers of the six Yugoslav republics.

In a televised address, Mr Mesic, a Croat, said: "The military is acting unconstitutional, and, by now it must be clear... that the army has car-

ried out a military coup." His statement was seen as a direct challenge to General Veljko Kadijevic, the federal defence minister, who said the collective presidency, not Mr Mesic, was commander-in-chief of the army. Mr Mesic is head of the eight-man collective state presidency, but the position rotates each year.

Mr Joop van der Valk, the Dutch head of the EC observer mission, told reporters he was "not optimistic about the mission's future in Yugoslavia".

EC observers stationed in Osijek, the embattled regional capital of eastern Croatia, were forced to run for cover yesterday as grenades pounded the city. Earlier in the week Croat militia fired on a helicopter carrying members of the EC monitoring force.

In the heaviest attack to date, Osijski was hit yesterday

Hopes for hostages

Continued from Page 1

about 150 mortar rounds. Police from Osijek said the mortar fire came from the direction of the Serb-controlled town of Baranja, in north-eastern Croatia.

In spite of the considerable difficulties facing the 80-strong mission, a western diplomat based in Belgrade, the Serbian and federal capital, said:

"Although the mission is not meeting with immediate success, it may help to get a clearer picture to the EC. The story is not black and white.

The Dutch now see that Croats have also been violating the ceasefire."

The EC mission's difficulties are likely to be compounded by the possibility that violence will spread to the central republic of Bosnia-Herzegovina. Yesterday Serbs in eight municipalities in the south of the republic, which borders with the republic of Montenegro, a staunch ally of Serbia, declared their autonomy, a move which is likely to exacerbate ethnic unrest.

Lord Tombs said Rolls-Royce had "no gaping hole" in its balance sheet and was not preparing a rights issue. The company also denied suggestions that BMW, the German luxury carmaker, planned to increase its 1 per cent stake in the UK group. But Sir Ralph did confirm BMW was negotiating taking a 5 per cent stake in the Trent engine.

Continued from Page 1

half performance and full-year prospects did not surprise the City. Its shares closed 3p higher.

By contrast, BAe shares continued to slide yesterday. They finished a further 22p lower at 421p, bringing the share price closer to the company's rights issue offer of 380p a share.

Continued from Page 1

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INTERNATIONAL COMPANIES AND FINANCE

Neste bid puts DTI under pressure

By Roland Rudd in London and Enrique Tessieri in Helsinki

THE UK government's attempt to control the acquisition of British companies by foreign state-owned groups was under renewed pressure yesterday by a recommended offer by Neste, the Finnish state-owned oil and gas company, for Sovereign Oil and Gas, the UK independent oil company.

Sovereign said it was recommending Neste's cash bid of 150p per Sovereign share, valuing the company at £84.3m (\$142.5m).

Sovereign's shares rose 41p to close at 144p.

Mr Peter Lilley, trade and industry secretary, last year said he would not allow Britain's privatisation and competition to be undermined by "nationalisation by the back door".

The DTI yesterday said that Mr Lilley, after receiving advice from the Office of Fair Trading, would look at the issues of foreign state control before deciding whether to refer the Neste bid to the

Monopolies and Mergers Commission.

Mr Peter Young, vice-president of Neste, said: "We are obviously conscious of the Lilley doctrine, and no one can be completely sure that the deal will be allowed through."

However, Mr Young said he hoped Mr Lilley would take into account the fact that Sovereign, which was a small player in the North Sea, had recommended the deal to its own shareholders.

Earlier this year, the proposed acquisition of ICI Fertilisers by Kemira, the Finnish state-owned chemical company, was stopped by Mr Lilley, following a Monopolies Commission decision that the purchase raised significant competition issues.

Neste's agreed bid represents a 45.8 per cent increase on Sovereign's share price of 103p on Wednesday. Neste already has a 29.7 per cent stake in Sovereign.

Neste's bid to acquire Sovereign is expected to raise the company's in-house oil production from 0.8m tonnes to over 1m tonnes. Neste hopes to raise this even further by the mid-90s, to between 3m and 3.5m tonnes, or one-third of the total output of its two refineries in Finland.

Meanwhile, the present centre-right government gave the go-ahead last Tuesday for the implementation of Finland's largest privatisation plan. Neste will be the first state-owned company to be put up for partial privatisation, most likely in the spring of 1992.

The Finnish state, which presently controls 100 per cent of Neste, Finland's largest company, is only willing to relinquish a 15 to 20 per cent stake of the company. It hopes to gain between FM1.5bn (\$366m) and FM2bn in 1992.

Neste has also gained exploration licences in Algeria, Syria, Turkey, Portugal and is involved in oil production in the United Arab Emirates and the US.

Sovereign's principle business is in the North Sea. Since 1970 it has built up a portfolio of oil and gas interests, including the Brae Fields and the Victor Gas Field.

Neste deal in Estonia, Page 3

subsidiaries in over 20 countries. For the year ended December 1990, Neste reported taxable profits of FM2.5bn and sales of FM46.6bn.

Neste is also involved in the exploration and production of oil in the Norwegian sector of the North Sea. Last year it acquired Atlantic Richfield's wholly-owned Norwegian subsidiary, Arco Norge.

Arco Norge holds numerous interests in the North Sea, including stakes in the Brae and Heidrun fields, which are expected to come on stream in 1984 and 1995 respectively.

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Neste deal in Estonia, Page 3

Sweden postpones TV vote

By Robert Taylor in Stockholm

THE SWEDISH government decided late on Wednesday to postpone the decision over franchises for the country's first terrestrial commercial television channel until after Sunday's general election.

Earlier, a parliamentary committee gave its approval to Kinnvik, the investment company owned by Mr Jan Stenbeck, to run the new channel. At present, it is responsible for the Swedish satellite commercial channel TV3.

The decision, however, attracted immediate criticism for being taken on narrow party lines only four days before the general election. As a result of the uproar, the government agreed not to endorse the decision.

The rival TV4 company, controlled by the Wallenberg finance company Patricia, the Swedish white-collar pension fund SPP, and the farmers cooperative LRF, still has a chance of being involved.

Statoil takes east German stake

By Karen Fossli in Oslo

STATOIL, the Norwegian state oil company, has bought a 5 per cent stake in Verbundnetz Gas, eastern Germany's gas monopoly, for about Nkr150m (\$39.4m).

The Leipzig-based company owns and operates 8,300 kilometres of gas transportation pipelines and seven gas storage facilities, and employs a staff of 1,700. It buys natural gas and sells directly to commercial end-users as well as transporting gas to end-users.

US consultancy group buys Indevo

By Alexander Proudfit in New York

ALEXANDER Proudfit, the US consultancy firm, has bought Indevo, Sweden's leading consultancy concern. The deal ends a year-long search by Indevo to find an international parent company after its proposed merger with Bain & Co collapsed last year, writes John Burton in Stockholm.

The failure of the Bain merger created financial problems for Indevo's 70 partners, who had staged a SKr305m (\$49.4m) management buy-out

of the firm as a step toward purchasing ownership to Bain.

The resulting debt burden forced Indevo's owners to file for bankruptcy protection earlier this year, and seek a new buyer.

"As a result of the agreement, we have achieved our earlier goal of gaining a big international market for Indevo while finding a financially and professionally strong owner," said Mr Ulf

Hubendick, Indevo president.

Indevo, which claims a fifth of the Swedish management consultancy market, will change its name to Indevo Proudfit Scandinavia. Proudfit already operates in more than 30 countries.

The Nordic consultancy sector has been hurt by the recession, and analysts had predicted that international firms would take advantage of the situation to strengthen their position in the Nordic market.

John Burton in Stockholm

The failure of the Bain merger created financial problems for Indevo's 70 partners, who had staged a SKr305m (\$49.4m) management buy-out

Troubles deepen at Siemens venture

By Christopher Parkes in Bonn

THIS YEAR'S results at Siemens-Nixdorf will be severely dented by integration costs of around DM500m (\$28.73m), the German computer group admitted yesterday. However, it retained its forecast on reports that it was also heading for a DM500m operational loss, and claimed that turnover and orders were improving.

"After overcoming normal start-up difficulties, Siemens-Nixdorf has continued to increase its sales each month," the company said. At the half-year mark, turnover was 17 per cent down on the previous year, but by the end of August sales were lagging only 5 per cent behind the comparable figure for 1989-90.

New orders at the end of last month were 5 per cent up on the previous year, it said.

It was responding to a gloomy report in Wirtschaftswoche, the business weekly magazine, which also cast doubt on the future of factories in Cologne and Pasing. The magazine said Siemens-Nixdorf might bid for the German software house SAP. The company dismissed both suggestions.

Analysts said, however, that operating losses of about DM500m seemed "reasonable" in the light of the DM380m loss reported for the first six months of the year.

The company has found the going hard since it was formed in January 1990, when Siemens took over Nixdorf to save it from collapse. It has struggled for longer - and at greater expense - than expected to integrate the two businesses, while at the same time coping with recession and fierce competition in the computer market.

Nine months ago, Mr Karl-Hermann Baumann, finance director, said he hoped Siemens-Nixdorf would break even even this year after an operating loss of DM800m in 1989-90.

In March, the company admitted that a break-even point would not be reached this year.

Restructuring charge will push Colgate into the red

By Martin Dickson in New York

COLGATE-Palmolive, the US household products group which has been extensively restructured in recent years, yesterday announced plans to close or reconfigure 25 of its 91 factories around the world and cut its labour force by a further 2,000, or 8 per cent.

The move will mean an after-tax charge of \$243m and push it into the red for the third quarter.

Mr Reuben Mark, chairman of the second largest US household products group, said the rationalisation would allow the company to capitalise on the European Community's move to a single market and the free trade agreement between the US and Canada.

It would also enable it to benefit from more sophisticated and efficient manufacturing techniques and consolidation opportunities created by several recent acquisitions figure for 1989-90.

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In March, the company admitted that a break-even point would not be reached this year.

on sales of \$1bn. Mr Mark said yesterday that the outlook for the rest of 1991 was positive.

The company said the plant rationalisation would be carried out over the next three years and would mainly affect Europe, North America and the South Pacific.

The plans included the transfer of Canadian production of powder detergents, liquid cleaners and bar soaps to the US, although the company would continue to produce high volume household and personal care products in Canada.

It would also be closing a plant at Queluz, in Portugal, and integrating its facilities with those recently acquired as part of its Queluz joint venture, which more than doubled Colgate-Palmolive's presence in the country.

The company would be closing its manufacturing complex at Liege in Belgium and rationalising various Australian operations.

Recovery in non-life sector helps lift Fortis to Ecu177m

By Andrew Hill in Brussels

FORTIS, the Dutch-Belgian financial services group formed last year through a merger between the insurance companies Amev and Groupe AG, pushed up profits by nearly 11 per cent to Ecu177m (\$208.86m) after tax in the first half of 1991, against Ecu160m in the equivalent period.

The group said it was cautious about issuing a full-year profit forecast at this stage, because of the difficulty of predicting profits from gains on investments. However, it expected profit for 1991 at least to match the Ecu393m net result for 1990, barring exchange-rate fluctuations and unforeseen circumstances.

Groupe AG, Belgium's largest insurance company, and Amev, the third largest Dutch insurer, formally merged in December, creating Europe's 12th largest insurer with 20,000 employees, mainly in the US and the Netherlands.

In the first six months of 1990, that sector lost Ecu19.1m following the severe storms across western Europe.

Most of the benefit of the recovery from last year's storms was taken in the first quarter of 1991, when Fortis announced a rise in profit of 31 per cent with no life losses recovering from Ecu27m to Ecu3.8m.

Banking sector results also improved in the first half, mainly because of higher interest rates.

Insurance also improved, returning profits of Ecu23.4m (\$21.7m), an increase of 8 per cent.

lands. The company increased profit in banking activities from Ecu1.6m to Ecu22m.

Non-life still lost Ecu7.1m in the six months to June 1991, partly due to disappointingly poor results from the UK life operations and a decline in fire and motor insurance business.

Fortis said yesterday that if the storm factor were excluded from the 1990 results, the sector's performance had deteriorated in the first half.

The group said life insurance operations in the UK had also turned in an "unsatisfactory" performance in the first half, but better results in the Netherlands and the US helped boost the overall profit for the insurance activities from Ecu56.2m to Ecu83.3m.

Accident and health insurance also improved, returning profits of Ecu23.4m (\$21.7m), an increase of 8 per cent.

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In accordance with the provisions of the Notes, notice is hereby given that the Rate of Interest for the three month period ending 10th December, 1991 has been fixed at 10.40% per annum. The interest accruing for such three month period will be £259.29 per £10,000 Bearer Note, and £2,592.88 per £100,000 Bearer Note, on 10th December, 1991 against presentation of Coupon No. 1.

Union Bank of Switzerland
London Branch
Agent Bank

Temple Court Mortgages (No. 2) PLC

£150,000,000 Multi-Class Mortgage Backed Floating Rate Notes 2031

Class A1 £75,000,000 Class A2 £75,000,000
The rate of interest for the period 11th September, 1991 to 10th December, 1991 has been fixed as follows:-

Class A1 is 10.5667 per cent. per annum payable at £263.44 per coupon.

Class A2 is 10.7167 per cent. per annum payable at £267.18 per coupon.

Coupon No. 3 is payable on 11th December, 1991.

S.G. Warburg & Co. Ltd.
Agent Bank

RZB Raiffeisen Zentralbank Österreich AG
RZB-Austria (Formerly GZB Vienna)

US\$50,000,000 Floating rate subordinated notes due 1992

For the three months 13 September, 1991 to 13 December, 1991 the notes will carry an interest rate of 5 1/2% per annum. Interest payable on the relevant interest payment date, 13 December, 1991 against Coupon No. 41 will be US\$73,48 Listed on the Luxembourg Stock Exchange.

Agent: Morgan Guaranty Trust Company

JPMorgan

This announcement appears as a matter of record only.

12th September, 1991

**MATSUSHITA ELECTRIC WORKS, LTD.****U.S. \$200,000,000****4 1/2 per cent. Notes 1995**

with

Warrants

to subscribe for shares of common stock of Matsushita Electric Works, Ltd.

Issue Price 100 per cent.

Yamaichi International (Europe) Limited

Morgan Stanley International

Daiwa Europe Limited

Nomura International

ABN AMRO

Barclays de Zoete Wedd Limited

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INTERNATIONAL COMPANIES AND FINANCE

IBM quickens pace in mainframe computers

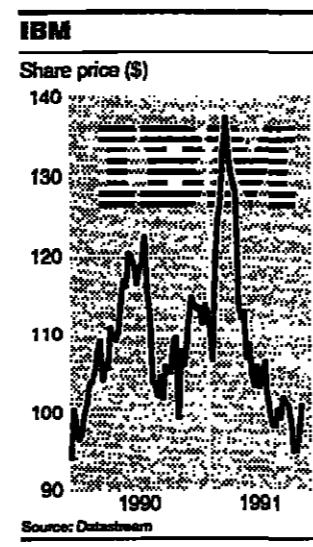
INTERNATIONAL Business Machines' competitors were the first to welcome this week's announcement that the US computer group was making important additions to its new generation of mainframe computers.

IBM's mainframe competitors hope the announcement will resolve the uncertainty that has seriously disrupted the computer market for the past year.

IBM's introduction of a new generation of mainframe computers began last September with the announcement of its Enterprise Systems/9000 family of products. The highest performance models of this new range are just beginning to reach customers. Now IBM has added seven new models spanning the middle of the mainframe performance range.

The transition to its new generation of mainframes has stalled the computer market, as customers waited to assess the new models before making purchase decisions. The sales slump, affecting all mainframe companies, has been compounded by recession in the US and Europe.

As the mainframe market leader, IBM has suffered more than most from this market slowdown. Its revenues declined by 8 per cent in the first half of this year while



leading mainframe suppliers.

Among IBM's most pressing competitors in the mainframe computer market are those who sell second-hand IBM computers. Its sales force now has the task of persuading customers that the advantages of the latest computers are such that they are worth almost two times the price of a "reconditioned" older, IBM model with similar performance.

With its new product introductions - encompassing more than 100 related software and service products - IBM has also confronted the challenge that "open systems", based on industry standard software, pose to its base of proprietary mainframe computer software.

Bowing to pressure from its customers, IBM said it intended to offer a version of AT&T's popular Unix computer operating system program, to run on its mainframe computers.

IBM officials also placed new emphasis on the company's determination to provide links between its own computers and those from other manufacturers.

"A company's information

system today can contain hardware and software of all sizes from many different vendors," said Mr William O. Grade, IBM vice-president. IBM's goal is to offer software and support services that will link all of its computers and those from other manufacturers on "enterprise networks" spanning distant corporate facilities.

It also announced a concept, called the Information Warehouse, in a bid to secure the role of the mainframe computer in the midst of challenges from smaller, lower cost computers. This scheme places the mainframe computer at the centre of a corporate network as the data communications manager.

Nestled among IBM's slew of new products were some that could have a positive short-term impact on the company's financial performance.

Industry analysts pointed in particular to IBM's announcement of new mainframe computer data storage systems with up to 50 per cent more capacity than current models.

The group has marshalled the wealth of technical and marketing resources in a determined effort to quicken the pace in the computer market and it will certainly need all of them to counter the broad economic trends that are slowing sales throughout industry.

Japan's brokers forced to trim advertising at a critical time

By Eniko Terazone in Tokyo

JAPANESE securities companies, hit by a spate of stock scandals, are being forced by sharp declines in profits to scale down their advertising efforts at a time when they need to brighten their tarnished image and restore investor confidence.

Nikko and Daiwa Securities said that advertising costs for the second half to March 1992 were expected to be cut by 20 per cent more than they had previously projected.

Nikko Securities said that it would also cut its budget for advertising in overseas newspapers and magazines.

Surveys by Japanese newspapers have indicated that the brokers' pre-tax profits for the half-year to September may fall by as much as 100 per cent. Sharp declines in trading volumes on the Tokyo Stock Exchange are affecting commission revenues, which are

the mainstay of the brokers' business.

Ever since the scandals surfaced in July, the big four securities companies - Nomura, Daiwa, Nikko, and Yamamichi - and other medium-sized houses have been keeping a low profile and refraining from advertising in local newspapers and television.

According to Video Research, a marketing research company, five leading private TV networks ran 645 advertisements for 23 houses during the month of July, down from 1,363 for 37 houses in the same month last year.

Brokerages say that although they hope to resume advertising around October, the squeeze on profits will force them to scale down their campaigns.

Last year, the securities industry spent an estimated Y50bn (\$37.1m) on advertising, said.

led by Nomura Securities, which spent Y10bn.

Smaller securities houses, which rely heavily on trading commissions from individual clients, are expected to post losses for the interim period. Some have already withdrawn advertising from the media altogether.

Meiko Securities stopped running television commercials at the start of the year, and Sanyo Securities cut its advertising budget by Y1bn to Y1.1bn this fiscal year.

Kankaku Securities said that it had stopped sponsoring a popular prime time television news show.

"Although we want to do what the larger houses are doing, and try to recover consumer confidence through new 'image commercials', cutting down on costs is our first priority," a company spokesman said.

CAROLCO, the US film production company, expects its

Terminator 2: Judgment Day to be one of the top grossing motion pictures ever made.

An industry renowned for big spending on unpredictable products, Carolco stands out for what it pays its star actors, directors and writers. The Los Angeles-based company is believed to have spent close to \$100m to make the latest Terminator, starring Arnold Schwarzenegger.

The investment appears to have been fruitful, with Carolco expecting to gross more than \$425m worldwide, while breaking box office records in the UK, Japan and Australia.

In the UK, Carolco said the film grossed \$21m in 25 days and is likely to surpass all other films released this year.

Terminator 2 had a record opening weekend in the UK

and also set a world record for the biggest weekend in one theatre at the Odeon Leicester Square in London.

However, it is unclear exactly how much of the proceeds will end up in Carolco's coffers. It is standard practice in the motion picture industry to sell off foreign distribution rights in exchange for cash to make films. However, analysts believe Carolco has more control of its distribution than Orion, which has also produced a number of hits this year while edging close to bankruptcy because of cash flow problems.

Carolco's strategy has not always been successful. It has produced a number of commercial disappointments, with domestic film rentals falling below production costs for several films. In the first quarter of this year, Carolco posted a loss of \$6.3m.

ANGLOVAAL Industries (AVI), the industrial arm of the Anglovaal group, has announced that it and two of its subsidiaries will launch rights issues of convertible debentures to raise R785m (US\$276.9m).

AVI will be raising R388m, Consol R300m and Irvin and Johnson (I&J) R57m.

The announcement coincides with the release of AVI's results for the year to June 30. The company said its attributable earnings had increased 13 per cent to R234.1m, while turnover had risen 14 per cent to R739m. Operating profit was also 14 per cent higher at R72.3m.

The rights issues are aimed at taking advantage of market conditions than in anticipation of any significant expansion or acquisitions.

Mr Basil Hersov, AVI's chairman, said an improvement in earnings was expected in the year ahead.

The dividend was lifted 11 per cent to 150 cents a share.

SAFREN, the South African holding company with large interests in the transport and leisure sectors, lifted attributable earnings by 16.7 per cent to R302.4m in the year to end June. Turnover was 9.2 per cent up at R4.36bn.

AHP and Eisai form joint venture

By Karen Zagor in New York

AMERICAN Home Products (AHP), one of the leading US manufacturers of prescription drugs, is creating a new company in Japan in a joint venture with Eisai, a Tokyo-based maker of prescription and over-the-counter drugs.

The announcement came a week after Seearle said it would take a 12.25 per cent stake in Tokyo-based Hokuriku Seiyaku.

Analysts believe there is a growing trend of alliances between US and Japanese pharmaceutical companies.

According to Mr Sam Isaly,

lead of Nomura Securities, which spent Y10bn.

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Normandy Poseidon 38% ahead

By Kevin Brown in Sydney

NORMANDY Poseidon, Mr Robert Champion de Crespigny's Australian resources group, yesterday announced a 38 per cent increase in net profits to A\$33m (US\$18.1m) for the year to the end of June.

The results include a full-year contribution from Normandy Resources, but only two months' earnings from Poseidon, following the merger of the two companies in May.

The group said pre-tax profits had increased by 45 per cent to A\$33m, on turnover up to A\$55m from A\$30m. However, it said comparisons with last year were not meaningful because of the merger.

As part of the deal, AHP will provide Eisai with regulatory and developmental assistance in the US and Canada.

AHP had 1990 pre-tax income of \$1.8m on sales of \$5.7m, while Eisai had 1990 sales of about Y205.5bn (\$1.4bn).

The new company is expected to have first-year sales of Y10bn (\$74m), with about 80 per cent coming from products currently sold by Wyeth (Japan) and about 40 per cent from Eisai products transferred to the new company.

Wyeth-Eisai will have capital of Y20bn, with 49.5 per cent held by Eisai and 50.1 by AHP.

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Mandarin Oriental

Interim Report Highlights 1991

MANDARIN ORIENTAL
THE HOTEL GROUP

- * Profit after taxation -23%
- * Earnings per share -23%
- * Dividend maintained
- * Results affected by room oversupply in Hong Kong, the Gulf War and recession
- * Interest in The Oriental, Singapore increased from 15% to 50%

"Current booking levels in the Group's hotels indicate that the second half of the year will show an improvement over the first six months. Nevertheless, the full year's results are expected to fall below those of 1990."

SIMON KESWICK, Chairman
12th September 1991

Mandarin Oriental International Limited
Incorporated in Bermuda with limited liability

The Register of Members will be closed from 10 to 11th October 1991 inclusive to identify those Shareholders entitled to the Interim dividend of £50/- per share which will be payable in cash on 21st October 1991. Shareholders registered on a security basis will receive their dividends in the same period. Shareholders who wish to receive their dividends in Hong Kong Dollars or Shareholders registered on the Company's Hong Kong branch register of members who wish to receive their dividend in United States Dollars, should notify one of the Company's ten agents on or before 10th October 1991. Shareholders holding shares in the Company's Depository System in Singapore ("CDP") will receive Hong Kong Dollars unless they elect through CDP to receive United States Dollars. The Hong Kong Dollar equivalent of the dividend declared in United States Dollars will be calculated by reference to a rate prevailing five business days prior to the payment date.

A member of the Jardine Matheson Group

MANDARIN ORIENTAL
THE WORLD'S FINEST HOTELS

The Oriental, Bangkok * Mandarin Oriental, Hong Kong * Mandarin Oriental, Jakarta * Mandarin Oriental, Macau * Mandarin Oriental, Manila * Mandarin Oriental, San Francisco * The Oriental, Singapore * The Excelsior, Hong Kong. Represented worldwide by The Leading Hotels of the World and Utell International.

N.V. Koninklijke Nederlandse Petroleum Maatschappij
(Royal Dutch Petroleum Company)
Established at The Hague, The Netherlands

Interim dividend 1991

The Supervisory Board and the Board of Management of Royal Dutch Petroleum Company have decided to pay an interim dividend in respect of the financial year 1991 of Nfl. 3.45 on each of the ordinary shares with a par value of Nfl. 5.

In the case of holders of bearer certificates with coupons this interim dividend will be payable against surrender of coupon No. 203 on or after 24th September, 1991, at the offices of:

Barclays Bank PLC,
Stock Exchange Services Department,
168 Fenchurch Street,
London EC3P 3HP
on business days between the hours of 9.30 a.m. and 2 p.m.

Payment will be made in sterling at the buying rate of exchange current in London at 2 p.m. on 18th September, 1991. In the case of coupons presented on or before that date, or on the day of presentation in the case of coupons presented subsequently, Coupons must be accompanied by a presentation form, copies of which can be obtained from Barclays Bank PLC.

In the case of shares of which the dividend sheets are, at the close of business on 13th September, 1991, in custody of a Depositary designated by the Company and admitted by Centrum voor Fondsenadministratie B.V., Amsterdam, this interim dividend will be paid to such Depositary on 24th September 1991. Such payment will be made through the medium of Barclays Bank PLC, after receipt by them of a duly completed CF Dividend Claim Form.

Where appropriate, the usual affidavit certifying non-residence in the United Kingdom will also be required if payment is to be made without deduction of United Kingdom income tax at the basic rate.

The Hague, 12th September, 1991.
THE BOARD OF MANAGEMENT

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credit markets - borrowers, investors and
intermediaries alike.*

For further information contact: Clare Barker,
FT-Credit Ratings International, Marketing Department,
Financial Times Business Information, Tower House, Southampton Street,
London WC2E 7HA.
Tel: 071-240 7971 Fax: 071-240 7946

BANQUE PARIBAS

US\$200,000,000
Undated floating rate securities

*In accordance with the provisions of the securities, notice is
hereby given that for the three month interest period from 13
September, 1991 to 13 December, 1991 the securities will carry
an interest rate of 5 1/2% per annum. Interest due on 13
December, 1991 will amount to US\$15.01 per US\$1,000 security.*

Agent: Morgan Guaranty Trust Company

JPMorgan

INTL COMPANIES AND CAPITAL MARKETS

Mandarin Oriental slips 23% to \$17.4m

By Angus Foster
in Hong Kong

MANDARIN Oriental, the hotel group controlled by Jardine Matheson, yesterday blamed a 23 per cent fall in interim net profits on increased competition and stagnant tourism in Hong Kong.

Mandarin is the first of the Jardine group to announce interim profits. Retailer Dairy Farm will announce results today, with other companies in the group following next week.

Mandarin said profits after tax and minority interests had fallen to US\$17.4m in the six months to the end of June, compared with \$22.6m in the same period last year. Turnover also declined slightly to \$31.6m from \$36.8m last time.

The company is maintaining its interim dividend at 1.41 cents a share.

The flagship Mandarin Oriental Hotel in Hong Kong faced increased competition because three new luxury hotels opened in central Hong Kong last year. A fourth is due to open later this year.

Mandarin's hotels in Singapore, San Francisco and Bangkok were affected by weak market conditions due to the Gulf war and recession.

Mr Simon Keswick, chairman, said booking levels for the company's hotels have improved. "The second half of the year will show an improvement over the first six months. Nevertheless, the full year's results are expected to fall below those of 1990," he said.

Mandarin's profits in 1990 fell 10.3 per cent to \$45.2m.

• San Miguel Brewery, the Hong Kong subsidiary of San Miguel Corporation, the Philippines food and drinks company, said net profits had fallen 10 per cent to HK\$54.4m (US\$7m) for the first eight months of the year.

The company was affected by weak consumer demand and high inflation.

US bonds rise sharply on favourable inflation data

By Patrick Harverson in New York and Sara Webb in London

■ UK government bonds rallied strongly on news that the increase in average earnings fell sharply in the year to July.

The underlying annual rate of increase in average earnings in Britain fell to 7.5 per cent in July from 8 per cent in June.

One trader said the gilt market had expected an increase of

between 8 and 8.25 per cent

for the year to July, and that the

earnings data was seen as

"very bond-positive, especially

at a time when wage settlements are coming down."

The market will focus on today's

Retail Price Index for confirmation of a fall in inflation, which

is expected to be between 4.2

and 4.5 per cent.

Analysts had been expecting

a rise of 0.3 per cent in both

categories, and the figures

immediately sparked buying

on speculation that the data

would persuade the Fed that

there was room for a cut in the

discount rate from 5.5 per cent

to 5 per cent.

Although there was no

response from the Fed - and

comments from Mr Wayne

Angell, a governor at the Fed, suggested that the central bank would like to see further

improvements in inflation - most

market professionals believe

that interest rates will be cut,

possibly after today's consumer

prices data are released.

A rise of 0.4 per cent is

expected in consumer prices -

anything less and the chances

of a Fed ease will rise appreciably.

The yield on the No 128

benchmark bond opened at 6.17

per cent and closed at 6.14 per

cent.

■ JAPANESE government

bonds rose to new highs again

amid expectations of a cut in

interest rates.

Prices rose across the range

of maturities, with the

benchmark 10-year JGB moving to

a new high since the start of

1990 to yield 8.135 per cent.

The yield on the No 128

benchmark bond opened at 6.17

per cent and closed at 6.14 per

cent.

■ ITALIAN government bonds

continued to rally, boosted by

heavy foreign buying and

hopes of falling interest rates

in the international markets.

Foreign investors hope to have

the withholding tax on their

coupon payments reimbursed,

thereby increasing the attractiveness of the Italian bond market.

cent, on a relatively low volume of Y\$6gbn.

Short-term interest rates shifted down yesterday, with the overnight unsecured call money rate trading at 8.61 per cent, compared with 7 per cent the previous day.

Traders pointed out that call money rates tend to ease slightly towards the end of the reserve maintenance period, adding that attention will focus on whether the call money rate falls further next week at the start of the new reserve maintenance period.

■ FRENCH government bonds closed higher, following the US Treasury bond market's lead.

The September bond future traded up to 106.66 to yield 8.86 per cent, compared with 103.54 at Wednesday's close.

The 9.5 per cent bond due 2001 rose to 102.85 to yield 8.86 per cent, compared with 103.54 at Wednesday's close.

■ THE YIELD spread over the latest German bond due 2001 narrowed from 49 basis points to 46 basis points, German government bonds barely moved yesterday morning, but made small gains on the US Treasury bond market's rally.

The Lira bond futures contract, which opened at 85.33, moved to a high of 85.48 before slipping back to 85.45.

■ ITALIAN government bonds continued to rally, boosted by heavy foreign buying and hopes of falling interest rates

in the international markets. Foreign investors hope to have the withholding tax on their coupon payments reimbursed, thereby increasing the attractiveness of the Italian bond market.

Italian bond trade hits fresh peak

TURNOVER on the screen-based Italian bond market soared to a record of L10.679bn, breaking the previous L9.404bn peak set on Tuesday, Reuter reports from Milan.

Volumes and prices surged in trading boosted by heavy foreign buying, active futures trading on the Paris Matif and the expected reimbursement of a 12.5 per cent withholding tax on paper held by foreigners.

Volumes on the Matif also touched a fresh peak.

BENCHMARK GOVERNMENT BONDS

	Coupon	Red Date	Price	Change	Yield	Week ago	Month ago
AUSTRALIA	12.000	11/01	108.1652	+0.128	10.08	10.08	10.08
BELGIUM	9.000	05/01	98.8000	+0.200	9.18	9.24	9.24
CANADA	9.750	12/01	101.4750	+0.300	9.52	9.67	9.78
DENMARK	9.000	11/00	98.7050	-0.120	9.14	9.20	9.32
FRANCE	8.500	11/96	97.7727	+0.060	8.04	8.27	8.27
GERMANY	8.750	08/01	102.1600	+0.040	8.42	8.55	8.51
ITALY	12.500	03/01					

Mexican oil group brings \$150m seven-year issue

By Simon London

PEMEX, the Mexican state-owned oil company, yesterday launched a \$150m seven-year issue in the international bond market, the longest-dated deal since Latin American borrowers returned to the market last year.

The issue, lead managed by

INTERNATIONAL BONDS

Swiss Bank Corporation, pays a coupon of 10% per cent and was re-offered to investors at a fixed price of par value over US Treasury bonds is 245 basis points.

Pemex led the return of Latin American borrowers to the international market last October with a \$150m three-year deal and is widely regarded as among the best credits in the region. Since this first deal was launched, borrowers from Venezuela, Brazil and Argentina have raised finance in the Eurobond market. Yield spreads have narrowed and the maturity of deals has lengthened.

With this deal Pemex was again testing the limits of the possible for a Latin American

borrower. Participants in the deal said the yield spread was tight and noted resistance from some investors.

However, there was enough demand to support an issue of this size and syndicate managers reported new investors buying Mexican debt for the first time. Once fixed to trade by the lead manager, the deal remained at around the fixed offering rate.

The Council of Europe supervised many market participants by launching an Ecu500m, 10-year deal lead managed by Goldman Sachs.

The deal is the first substantial Eurobond issue since the European Community's Ecu450m deal launched in early August.

The issue comes a 3 per cent coupon and was re-offered to investors at a fixed price of par.

At this level the bond yields 9 basis points more than the French government's Euro-denominated OAT bond. The pricing was initially considered to be tight by market participants, but the deal soon saw strong demand following an impressive rally in secondary market prices over the past month.

Bond yields at the 10-year maturity have fallen by around 30 basis points since July. Buying appears to be concentrated at the longer maturities and the deal was designed to tap pent-up demand. From an issue price of par the bonds traded up to 101.15 bid by the close of trading, helped by another strong day in the secondary market.

The success of the deal increases the chances of the European Bank for Reconstruction and Development making its debut bond issue in the Ecu sector, thought to be its favoured funding option.

Ontario Hydro launched its expected C\$100m 20-year global bond offering, increased to C\$125m in the face of very strong demand from Europe and North America.

The deal, lead managed by Goldman Sachs, will be priced today to yield 58 basis points over the Canadian government long bond. Participants said the pricing was safe and that the issue met with overwhelming demand from both Europe and North America.

The introduction of a 30-year Canadian dollar bond into the Euromarket was welcomed by many intermediaries as aiding the development of the sector.

NEW INTERNATIONAL BOND ISSUES

Borrower	Amount m.	Coupons %	Price	Maturity	Fees	Book runner
US DOLLARS						
Pemex (a)	150	10%	100%	1998	1.5%	SBC
Industria Sangyo(a)	120	4%	1995	21/2	Nomura Int.	
ECUs						
Council of Europe(a)	500	9	100	2001	32.5/20.0	Goldman Sachs Int.
CANADIAN DOLLARS						
Ontario Hydro(b)	1,250	(b)	(b)	2021	0.50/0.33	Goldman Sachs Int.
YEN						
Sapporo Breweries(a)	105	7	101.45	1997	17.5/1.575	Yamachii Int. (Eur.)
D-MARKS						
Ford Motor Credit(a)	200	9%	101.20	1994	21/2/1	Dresdner Bk.
JFMAT						
EUROBONDS						
Deutsche Bahn	120	8%	102.45	2001	21/2/1	Deutsche Bk.

a)Private placement. b)Convertible. c)Warrants. d)Floating rate note. e)Final terms. f)Non-callable. g)Global issue.

Will be priced on 13/9/91. Non-callable.

Japanese banks issue subordinated debt

JAPANESE banks have continued to raise subordinated capital to bolster their capital adequacy ratios ahead of the September half-year end, writes Enako Tazawa.

Earlier this week, Mitsubishi Bank issued \$175m in subordinated guaranteed bonds in the Euromarkets. Last month, the Bank of Tokyo launched \$220m

of Euro-subordinated debt.

However, analysts do not see

a repetition of last year's problems, where banks, in order to meet interim capital adequacy requirements, flooded the market with subordinated debt issues totalling up to Y2.800bn.

To prevent a recurrence, the Ministry of Finance concerned at the negative impact on a

volatile stock market, has tightened control on the amount and timing of new issues.

Some banks have been discreet, tapping the private placement market. Sumitomo, Fuji, and Dai-Ichi Kangyo have raised around Y60bn from life insurers between March and July this year.

Companies have found that the marginal cost savings under rule 144a do not outweigh additional disclosure requirements.

Bowater also has a \$150m Eurobond issue maturing next year, although the company has not decided whether to refinance this deal through another Eurobond issue or a

Bowater's securities placement raises \$100m

By Simon London

BOWATER INDUSTRIES, the UK industrial group with interests ranging from printing to building materials, has raised \$100m from a placement of debt securities with US institutional investors by First Boston.

The company said that the funds would be used to replace existing bank debt. At the half-year end, Bowater had \$160m net debt, all short-term.

Many UK companies have recently replaced bank lines of credit with long-term finance provided by institutional investors. Company treasurers commented that one of the lessons of the collapse of Polly Peck was that over-reliance on bank funding can leave a company vulnerable.

The 10-year bonds carry a coupon of 8.44 per cent and start to pay down after seven years. The issue has an average life of 8.5 years. It was completed privately rather than under the Securities and Exchange Commission's rule 144a, and will not trade.

Bowater is not the first UK company to raise funds through a traditional private placement rather than issuing under rule 144a, which was introduced to create a market in partially tradable private placements and to improve access to the US capital market. Last year, Pilkington raised \$200m through a similar private placement.

Companies have found that the marginal cost savings under rule 144a do not outweigh additional disclosure requirements.

Bowater also has a \$150m Eurobond issue maturing next year, although the company has not decided whether to refinance this deal through another Eurobond issue or a

private placement. The first, and most immediate, change affects the influence and power of the primary dealers.

As of yesterday, the panel of executives from dealer firms which regularly meets to advise the Treasury on auction matters will no longer have early and exclusive access to information about the government's borrowing requirements.

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INTERNATIONAL CAPITAL MARKETS

Salomon scandal speeds reform

Patrick Harverson on the US response to regulatory shortcomings

THE US Treasury has moved quickly to introduce changes to the way it sells government securities, changes that are intended to repair the reputation of US bond markets battered by the Salomon Brothers bid-rigging scandal.

The speed with which the Treasury has initiated reform is a surprise. When the first hearings into Salomon's illegal activities began seven days ago, the message from the Treasury and the New York Fed

details are announced and before the Treasury meets with the dealers' advisory panel. This will allow the rest of the market equal access to information that helps bidders decide how to price their bids in the auction.

The Treasury has clipped the panel's wings because of fierce criticism from legislators who disliked the power wielded by the primary dealers and the privileged status they enjoy, courtesy of the Treasury and the New York Fed.

Mr Donald Riegle, the Democrat chairman of the Senate banking committee, said at Tuesday's hearing: "The cosy relationship between the primary dealers and the regulators must be thoroughly examined.

Mr Riegle attacked a system which effectively restricted competitive bidding to all but a chosen few, and questioned whether there was a need for "the cartel system we have created through the primary dealers".

Mr Richard Breeden, chairman of the Securities and Exchange Commission, echoed these concerns when he questioned whether primary dealers have too much power in a cartel-like organisation.

Of the other changes proposed by the Treasury, the new rule requiring customers who bid for securities through primary dealers to provide written verification of their orders two days before the auction

is designed to prevent dealers from faking customer orders. It was the discovery of a failed order submitted by Salomon's head trader in February that eventually led to the exposure of the firm's illegal activities.

The ripples from the Salomon scandal are beginning to disturb other waters. In the course of its investigation into the activities of the primary dealers, the SEC discovered a large number of securities houses had placed false orders for the debt of quasi-government agencies such as the Federal National Mortgage Association.

The revelation of malpractice involving other fixed-income securities is a realisation of one of Wall Street's biggest fears: that the Salomon-inspired investigations would expose a whole host of sharp trading practices employed by firms trading in US financial markets.

An automated system will give investors more

stock in order to avoid distortions in the market.

The Bank started to issue government debt again this year, having steadily bought back gilts between 1987 and 1990. It uses auctions as well as tenders and taps to issue new stock.

It claims that if it suspected a gilt-edged market-maker (GEMM) of attempting to corner the market in a particular gilt issue, it would simply issue further tranches to

meet the demand and avoid a price squeeze. This practice cannot be used in the US bond market where the only means of issuance is through an auction.

The Bank, which is able to limit allocations to 25 per cent of an auction, requests daily reports from the 18 GEMMs showing their positions in each gilt issue for capital adequacy purposes.

By comparison, in the US, primary dealers only have to

provide the Federal Reserve with weekly reports on their positions in certain maturity bands. The Bank also has access to Stock Exchange records showing gilt sales to clients.

Clients are free to bid directly to the Bank at auctions, but most of them prefer to bid through a GEMM. GEMMs often warn the Bank in advance if they are planning to submit large bids on behalf of customers.</p

UK AND IRISH COMPANY NEWS

Recession behind RTZ's 40% fall

By Kenneth Gooding, Mining Correspondent

RECESSION IN North America and the UK and slowing economic activity elsewhere saw a 40 per cent cut into first-half profits of the RTZ Corporation, the world's biggest mining company.

RTZ's taxable profit dropped 40 per cent, from £475m to £285m. Net attributable earnings, which RTZ suggests is the most relevant measure of its performance, plummeted by 48 per cent, from £269m to £134m.

Mr Bob Wilson, chief executive, said that, as the world's largest producer of mined raw materials for western industry, RTZ could not escape the consequences when its customers were in the throes of recession.

But it had intensified efforts to improve efficiency and this had resulted in substantial manpower reductions and productivity gains.

Throughout the world, RTZ had made about 7,000 employees redundant in the past year, about 10 per cent of its workforce. About 1,500 were in



Bob Wilson: warned of more redundancies to come at the equivalent point in the last economic cycle.

"In the medium- to long-term

RTZ's prospects are healthy," he added.

Although analysts had been downgrading their forecasts recently, the half-year results were below most expectations. Against the general trend in the market yesterday, RTZ shares slipped by 4p to close at 589p.

Turnover in the half-year fell by 14 per cent to £227.4bn. Volume declines mainly in industrial minerals and manufactured products accounted for 94m of the drop in net earnings. £34m came from lower prices and £14m from currency variations.

The stronger dollar also affected gearing, which increased from 28 per cent at the end of 1990 to 29 per cent.

Cash flow fell by 11 per cent to £27.5m, exploration expenditure was reduced from £24m to £23m and expenditure on property, plant and equipment was cut from £148m to £138m.

The group wrote off £1m of advance corporation tax in the first half, up by £5m from last timer.

See Lex

Greencore chief faces calls for resignation

By Tim Coone in Dublin

MR BERNIE Cahill, chairman of Greencore, the Irish sugar and foods group, faced calls for his resignation from angry shareholders yesterday following a government decision to launch a High Court enquiry into Greencore's £23.7m (£28m) buy-out earlier this year of Sharp Distributors (Holdings).

Yesterday's extraordinary meeting approved the £23.7m takeover by Greencore of Food Industries, Mr Larry Goodman's former agribusiness.

Shareholders then pressed Mr Cahill to reveal the extent of other board members' knowledge of aspects of the SDB deal.

Last year, Irish Sugar's board (before it was privatised and became Greencore) approved a £15m loan to four SDB executives to buy 18 per cent of SDB. Irish Sugar already owned the remainder.

In a previous statement Mr Cahill said it was the board's view that the £15m loan "was in the best interests of the company". Irish Sugar was not able to buy the shares because of the restrictive provisions in SDB's articles of association.

There were shouts of "resign" when one shareholder asked why SDB executives had been able to reap an 18 per cent profit on the SDB deal, while Irish Sugar preferential shareholders had received no dividends on their investment for the past ten years.

A 15.5m golden handshake to Mr Chris Comerford, Greencore's former chief executive, has also been frozen pending the outcome of the High Court enquiry.

In the first half of 1991, taxable profit declined to £7.94m (9.98m) on sales of £172.9m (£169.4m).

Nearly half the operating profit of £8.2m (£10.9m) came from the European and Australian paint shop business. Mr Philip Ling, chairman, said the UK was enjoying a record year thanks to work for Japanese car makers.

But in the US, car makers had delayed projects and the North American operation, which includes some work for aircraft makers, made only £444,000 (£1.7m).

"We came into 1991 with a lousy order book," Mr Ling said. Now opportunities to bid for work were coming up and it was hoped these would translate into a healthy picture for 1992.

Earnings per share declined to 5.5p (6.3p) because of a higher tax rate and increased

equity. The interim dividend is held at 3p.

COMMENT

With the US side of the business probably being saved from the red by the environmentally friendly acquisition in California, all eyes are on the order intake for paint shops. On this side of the Atlantic, the Japanese factory-equipping spree is close to its peak and there should still be some good end-of-contract profits next year. The question then what is the perennial one for this lumpy contract-based business. The more the service and environmental wings can be built up, the better. The latter could do with some help from zealous law makers. UK manufacturing and distribution, on the other hand, needs a good old-fashioned upturn in volumes. A pre-tax profit forecast of £16.5m (£23.5m) gives a prospective p/e of less than 11 on yesterday's price of 128p.

Supported by a yield of 8.3 per cent, the price should improve on the first whiff of US orders coming through.

11% rise at Great Southern

GREAT SOUTHERN Group, the USM-listed funeral services company, yesterday unveiled an 11 per cent expansion in taxable profits for the six months to June 30.

The increase - from £2.06m to £2.31m - came on turnover of £14.1m (£13m) and was struck after interest charges reduced to £559,000 (£973,000). Borrowings fell from £13m to £11.7m over the period.

Sales of surplus properties - a legacy of earlier acquisitions - totalled £248,000.

Chosen Heritage, the pre-paid funeral scheme, continued to progress with 35,000 plans sold to date, a rise of about 5,000 over the six months.

The interim dividend is lifted to 3.5p, payable from basic earnings of 1.1p (9.75p).

Swallowfield shows advance to £804,000

Swallowfield, the personal care product manufacturer which moved up to the main market in April, lifted pre-tax profits from £633,000 to £804,000 in the 24 weeks to June 15.

Turnover rose to £9.49m (£9.11m) and the pre-tax result was struck after interest payable of £253,000 (£297,000). There was an extraordinary charge of £104,000 relating to the introduction to the Official List. The interim dividend is held at 2.2p, payable from earnings of 4.6p (4.2p) per share.

Albany net assets per share up 25%

Net asset value per share of Albany Investment Trust in the six months to August 31 rose almost 25 per cent from 94.4p to 117.94p; the value at the February 28 year-end was 105.49p.

Dividends and interest received for the period were £331,000 compared with £300,000 and pre-tax profits amounted to £221,000 compared with £202,000.

The interim dividend is increased from 1.2p to 1.25p with earnings up from 2.15p to 2.37p per share.

Stormgard loses £3m in qualified accounts

Stormgard, the highly-gearred office supplies group, yesterday reported a loss of £3.19m for the year to March 31, against taxable profits of £2.11m previously.

Sales, which are produced solely from the core stationery business, fell 15 per cent to £45.5m (£53.4m).

The auditors qualified the accounts, referring to the uncertainty of the going concern basis. But Mr Holmes pointed out that Stormgard had the support of its banks in its efforts to cut borrowings and refinancing opportunities were being actively pursued. Nevertheless, the board felt unable to recommend payment of a dividend.

At the year-end borrowings

Waterford and Avonmore call off merger negotiations

By Peggy Hollinger

TWO LEADING food groups in the Irish Republic, Waterford and Avonmore, yesterday announced that negotiations over a proposed 50/50 merger had been called off.

The news came as Waterford and Avonmore both revealed sharp rises in pre-tax profits for the first half of 1991.

Margins had improved in the first half due to rationalisation and market improvement.

The group had increased its stakes in, or acquired, some seven businesses in Ireland, the UK and US. These purchases were paid for through internal funding or debt, he said.

Gearing at the year-end was 60 per cent, although Mr Graham said that would be lower by December.

Earnings per share rose to 1.3p (1.25p) and a dividend of 1.25p (1.25p) is declared for the A shares.

A recovery in dairy prices boosted Waterford Foods, where pre-tax profits doubled to £67.71m (£35.22m) on turnover up 26 per cent to £290.5m for the six months to June 29.

Mr Brendan Graham, companion secretary, said that more than 60 per cent of the increase in turnover was due to acquisition.

The board wishes to retain a strong core of UK shareholders and paying dividends is thought of as a way of achieving this. It might also benefit US holders because of the tax position.

During the period the company made two acquisitions for £5m (£1.75m) and the issue of 600,000 shares to increase control over its product line and strengthen market position.

Total revenue was £23.4m (£23.3m) of which £53.9m (£1.65m) related to SSL. Earnings per share were 4.1p (3.9p) basic allowing for the 600,000 new shares. The fully diluted figure was 4.1p (3.9p).

NEWS DIGEST

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At the year-end borrowings

Micro Focus considers paying dividends

By Nigel Clark

CONTINUED GROWTH at Micro Focus, the Berkshire-based computer software company, saw pre-tax profits rise 17 per cent from £7.63m to £8.95m in the six months to July 31. The company also announced that it was considering paying dividends.

The shares closed at £20.55, up 33p.

The result included £478,000 from the disposal of its stake in Softwright Systems (SSL) and net interest income of £78,000 (£30,000).

The dividend position is being studied as part of an overall investigation into its listings.

The company said that since the American Depository Receipts programme began in June last year their number had grown to 33.7 per cent of the company's issued shares. As a result consideration of a listing on the US Nasdaq electronic exchange was at an early stage.

The board wishes to retain a strong core of UK shareholders and paying dividends is thought of as a way of achieving this. It might also benefit US holders because of the tax position.

During the period the company made two acquisitions for £5m (£1.75m) and the issue of 600,000 shares to increase control over its product line and strengthen market position.

Total revenue was £23.4m (£23.3m) of which £53.9m (£1.65m) related to SSL. Earnings per share were 4.1p (3.9p) basic allowing for the 600,000 new shares. The fully diluted figure was 4.1p (3.9p).

£2.4m setback at Hall Engineering

Difficult trading conditions in the UK and South Africa sliced into profits of Hall Engineering (Holdings) in the six months to June 30. The pre-tax line fell from £23.56m to £11.16m.

But the second half was expected to show improvement, said Mr Richard Hall, chairman.

Turnover fell from £23.56m to £11.16m. The interim dividend is held at 3.3p from earnings of 2.69p (2.69p).

Operating margins in stockholding deteriorated sharply, although some improvement was now being seen.

Losses in the reinforcement businesses continued, but Stadco had a successful period through substantial contracts with the automotive industry.

In contrast, overall profit contribution from associates grew to £2.17m (£1.63m), reflecting in particular buoyant conditions in the Pacific Basin.

Notice to the Holders of



The Peninsular and Oriental Steam Navigation Company

£75,000,000

4.75 per cent. Convertible Bonds 2002 ("2002 Bonds")

Pursuant to Condition 13 of the terms and conditions of the 2002 Bonds, notice is hereby given that the conversion price of the 2002 Bonds has been adjusted, as a result of the issue of new deferred stock by way of rights to the deferred and convertible stockholders of The Peninsular and Oriental Steam Navigation Company, as follows:

- 1) The adjusted conversion price at 712p per £1 nominal of deferred stock.
- 2) The adjusted conversion price took effect on 10 September 1991.

The Peninsular and Oriental Steam Navigation Company
79 Pall Mall, London SW1Y 5EJ
13 September 1991

L&G dives into losses for the first time in memory

By Richard Lapper

LEGAL & GENERAL, the composite insurer, yesterday plunged into the red for the first time in living memory, with interim pre-tax losses of £24.6m, against profits of £41.5m in the first half of 1990.

The slump in the property market - and substantially increased provisions against mortgage indemnity losses - was the principal reason for the dismal showing, announced yesterday by Mr David Prosser on his first day as chief executive.

Mr Prosser has taken over the post from Mr Joe Palmer who has retired.

However, buoyed by the strength of its balance sheet and aolvency ratio of 64 per cent, L&G increased its interim dividend by 5 per cent to 62p.

Losses from the general insurance business amounted to £124.7m (£20.3m), with provisions for mortgage indemnity claims lifted by £9m and sub-sidence leading to claims of £20m (£10m).

• COMMENT
The market had absorbed yesterday's bad news well in

advance. Indeed the shares were able to rise 4p yesterday to close the day at 437p. Despite some concerns about the slow pace of new business growth, life insurance is still profitable, and future results will at least be untroubled by further damage from mortgage defaults. Pre-tax losses for the full year should be pegged back to between £24.5m and £25m. The market will also be encouraged by yesterday's announcement that L&G intends to further reduce its exposure to the more volatile general insurance business.

Moreover, the balance sheet remains strong, with the share price at a substantial discount to the embedded value contained within L&G's life insurance fund. The shares are unlikely to be a source of much excitement but defensive qualities - evident in the dividend yield of 5.6 per cent (slightly cheaper than the sector average of 5.2 per cent) - should shore up the price.

Interest holds ABP to 4% rise

By Bronwen Maddox

A STEEP rise in interest charges - from £1.2m to £17.5m - held the pre-tax profits increase at Associated British Ports, the ports, transport and property company, to 4 per cent in the first half of 1991.

The taxable profits of £31.7m (£30.5m) were achieved on a sharp leap in turnover to £197.1m (£197.5m), reflecting the Aldwych House sale.

The ports and transport division's 47 per cent jump in trading profits to £38.3m was driven by Immingham, Hull and Southampton, ABP's largest ports, and mainly reflected further cost savings since the abolition of the National Dock Labour Scheme in July 1989.

Since then ABP has halved the number of its dock workers to about 2,000.

Turnover in ports and transport was pushed ahead to £22.5m (£27.5m) by a 5 per cent increase in ports tonnage, particularly container traffic at Southampton and bulk com-modities from Hull.

Property investment profits of £10.1m (£7m) were helped by

a rise in rental income from retailers.

The group made a small profit on June's £75.2m sale of Aldwych House, its largest port, but a further £5m provision against work in progress kept the property development side to a trading loss of £200,000 (£2m loss).

The Aldwych sale cut borrowings from £265m at December 1990 to £244m at August 1991.

Interest payable rose to £27.5m (£21.5m) but a fall in capitalised interest to £10.1m (£20.5m), following the completion of development projects, pushed the interest charge to £17.5m (£1.2m).

Earnings rose 5 per cent to 12p (11.4p) per share, outstripped by the interim dividend, up 13 per cent to 3.1p (2.75p).

Sir Keith Stuart, chairman, said that the land reclamation and jetty extension plans at Immingham, where the estimated cost has risen from £30m to £50m, would proceed whether or not the joint venture with National Power and

PowerGen was successfully negotiated.

• COMMENT

The rocket of the ports profits since the NDLS abolition have given the group astonishing growth through the recession. Recent productivity gains and more capacity should now help it to make the best of a recovery in demand. Property development will probably continue to drag growth rates down, with no fast recovery in commercial property likely. But it seems churlish to complain that it greatly dilutes the group's attractions. Even though the scanty profit on the Aldwych sale looks a meagre return for the risks taken, it is a sale - a relief to those who felt the group was over-stretched - and is far better than most developers have managed. On full year pre-tax profits of £37m (£30.2m), after a £22m interest charge and earnings of 12p (11.4p), the p/e of 13.6 shows the market is willing to focus on the group's virtues.

See Lex

Hickson calls for £70m to cut £83.6m debt

By Jane Fuller

HICKSON International, the formerly acquisitive chemicals group where gearing hit 134 per cent in December and kept rising, has launched a £70m rights issue to tackle its debt.

The 2-for-5 issue, priced at 160p, was welcomed by the market and the shares gained 10p to close at 214p yesterday.

The move was expected as net debt had reached £83.6m last December. This included £60m of convertible capital bonds as debt, with the board - which has been considerably reshaped in the past year - admitting that conversion is unlikely.

Debt continued to rise in the first half of this year, when Hickson's pre-tax profit fell 44 per cent to £10.3m, including more than £3m of exceptional costs principally for redundancies. Forecasts for the full year are for about £22m (£26.7m).

Gearing comes down to 11 per cent when the issue proceeds are coupled with recent disposals, including William Hylton chemicals for £22m and the floor coverings business for £10.6m.

The balance sheet became stretched after five years of expansion which saw nearly £160m spent on acquisitions and £100m invested in established business.

Mr Ken Schofield, chief executive since November, said gearing should be held at between 10 and 16 per cent next year, allowing for the completion of new chemicals plants and spending to ensure that tougher environmental standards were met.

The group's trading had hit bottom in May and was now just pulling off its feet. Its geographic spread had been a mixed blessing with both Italy and the Netherlands suffering downturns early this year. In the US, the construction and DIY sectors remained depressed.

Hickson intends maintaining its final dividend at 5.15p for an unchanged total of 8p.

The issue has been underwritten by Lazard Brothers and Smith New Court as brokers.

See Lex

Glaxo pins hopes on new drugs' growth

By Richard Gourlay

"There will never be another Zantac," says Sir Paul Girolami, referring to the anti-ulcer drug that has turned Glaxo into the UK's biggest industrial success story of the last decade.

But a clutch of new drugs emerging from Glaxo's relentless research and development machine this year have begun to fuel "a new cycle of growth" according to Glaxo's energetic chairman.

Yesterday's announcement of pre-tax profits up 9 per cent to £1.53bn goes some way to support that optimism.

In the first place, Zantac's time in the limelight is far from over even if the new generation of super-drugs are beginning to receive the glowing reviews.

Zantac still accounts for 47 per cent of total sales at £1.61bn, with an underlying growth rate of 12 per cent. Glaxo's share of the cephalosporin market, considered the most competitive sector of the world pharmaceutical market, grew from 9 per cent to 11 per cent.

While the growth of Fortum and Zinacef, two antibiotic drugs, were a modest 5 and 11 per cent respectively in underlying terms, sales of Zinatam the oral version of Zinacef, grew 47 per cent.

Of the new drugs which Sir Paul hopes will take up the reins of growth, the best established is Zofran. Mr Mario said this anti-nausea treatment used in cancer treatment has been a "life-saving drug" for patients for whom chemotherapy would otherwise have been very difficult.

It was shared by Mr Steven Plag, pharmaceuticals analyst at County North-West WoodMac, who believes Glaxo's patents are safe into the next century.

In the respiratory field, Glaxo's growth has been as impressive. Sales grew 15 per

cent in constant exchange terms to £775m, while Glaxo's share of a market that is growing by 16 per cent a year rose one percentage point to 26 per cent. Sales of Ventolin, the largest of Glaxo's respiratory products, grew in constant currency terms by 8 per cent.

The launch last December of Serevent, the first new anti-asthma treatment in 20 years, had little impact on the year's figures. However, its ability to act as a long-acting bronchodilator is expected to give it a rapid market penetration, analysts say.

Antibiotic sales, accounting for 18 per cent of total sales, were £508m, with an underlying growth rate of 10 per cent.

Overall Glaxo's sales grew by 7 per cent to £3.4bn but, stripping out the currency effect, were up 16 per cent, mostly due to a growth in markets rather than price rises.

The company's commitment to research and development is, however, likely to hit margins next year, according to Mr Plag. This will be partly offset by lower marketing costs, but margins will still slip slightly to 32.1 per cent, he says.

Now will Glaxo enjoy the level of investment income it enjoyed in 1991, as a result of the high interest rates. Its £1.2bn of net cash earned the company £175m, up 26 per cent on last year.

Sir Paul says that while this is a large amount of cash, it is a source of comfort for a company which has to take a long-term view as it may not see any return from its mushrooming R&D facilities for up to 10 years.

A special dividend to hand some of this cash back to shareholders is out of the question, says Sir Paul. After all, this cash still represents only one year's profits.

Starmin makes £20m call for further expansion

By Peggy Hollinger

STARMIN, the engineering and quarrying business run by the Abdullah brothers, yesterday announced a £20m cash call, a £13m acquisition and sharply improved profits.

Proceeds from the 3-for-1 rights issue, at 14½p per share, will be used to purchase Warecrete, a Hertfordshire quarry business, and to pay debt.

Borrowings total about £6.5m, giving gearing of about 45 per cent before the cash call.

The company expects to face additional restructuring charges in the second half, but these are expected to be offset by savings in operating costs from earlier rationalisation.

Overall, City analysts expect Rolls-Royce to report full year pre-tax profits in the £80m-£100m range compared with £76m last year.

Sales rose by 5 per cent from £1.59bn to £1.67bn. However, profits were impacted by higher research and development costs of £118m in the first

half compared with £86m in the same period last year. But the company said R&D spending would be reduced in the second half. Overall R&D costs would be lower than last year's total of £237m.

Aerospace profits were sharply down from £72m to £1m reflecting the decline in the military business and the current slump in the commercial airline industry.

However, the company's industrial power operations turned in a better earnings performance with profits only slightly lower at £38m (£40m).

Aerospace sales were marginally higher at £587m compared with £563m while industrial power sales were £633m compared with £607m.

The company said the order book was strong at £7.2bn.

The interim dividend is maintained at 2.55p.

day that Warecrete would provide Starmin's first fully-integrated quarrying business in England and would be the last big deal for the time being.

Analysts said investors would have expected a rights issue of this size, given Starmin's policy of rapid expansion.

In the year to May 31, Warecrete reported losses of £3.68m on turnover of £3.68m.

Starmin, meanwhile, reported pre-tax profits of £785,000 for the six months to June 30, compared to a loss of £53,000 last time which was due to the original engineering business, which continued to incur losses this year.

Turnover jumped to £7.94m (£2.41m) following the acquisition of some 15 businesses and quarry related assets. Earnings came to 0.3p (0.1p loss). The interim dividend has been reintroduced at 0.1p.

RTZ HALF YEAR RESULTS

	FIRST HALF '91	FIRST HALF '90
Net attributable profit (after tax and minorities)	£154m	£269m
Earnings per share	15.6p	27.3p
Interim dividend (net)	6.0p	6.0p

- Severity of recession has increasingly affected results.
- Intensified efforts to contain costs and improve efficiencies.
- Balance sheet remains strong with gearing at 28 per cent.
- Good progress continues on major projects.

Sir Derek Birkin, RTZ's chairman, commented:

"In the medium to long term RTZ's prospects are healthy." "We shall pursue further profitable opportunities currently under consideration or which arise from our significant exploration programme."

RTZ

Bringing out the best in the world

The full interim statement is being posted to shareholders. Copies are available from The RTZ Corporation PLC, 1 Redditch Street, Bristol BS1 6NT.

THE RTZ CORPORATION PLC, 6 ST JAMES'S SQUARE, LONDON SW1Y 4LD.

ROLLS-ROYCE HALF YEAR RESULTS

Commenting on the interim results, Lord Tombs, Chairman said: "The results reflect the difficult business environment in which we are currently operating. However, we continue to make excellent progress with the development of our competitive product range which is reflected in our record orderbook and underpins the very positive long term outlook."

DIVIDEND

The directors have declared an interim dividend of 2.55p per ordinary share (1990: 2.55p). This will be paid on 6 January 1992 to those shareholders on

register as at 4 October 1991.

Shareholders who have elected to receive New Shares instead of cash dividends are advised that the value of a New Share will be the average of the quotations taken from the London Stock Exchange official list from 16 to 20 September 1991.

Shareholders have until 26 October 1991 to cancel an existing election or make an election if they have not already done so.

The Registrar's address is National Westminster Bank PLC, Registrar's Department, PO Box 82, Caxton House, Redcliffe Way, Bristol BS99 7NH.

UNAUDITED GROUP PROFIT AND LOSS ACCOUNT for the half year to 30 June 1991

Notes	Half year to 30 June 1991		Half year to 30 June 1990		Year to 31 December 1990	
	Unaudited £m	Unaudited £m	Unaudited £m	Unaudited £m	Audited £m	Audited £m
Turnover	1	1,670	1,586	1,590	468	437
Operating profit						

UK COMPANY NEWS

Decline to £9m knocks 9p off Wm Baird shares

By Alice Rawsthorn

SHARES of William Baird yesterday fell by 9p to 283p after the textile and engineering group announced a 29 per cent fall in mid-term pre-tax profits from £12.9m to £9.15m.

Baird, which recently staged a £38m rights issue to raise capital for investment and acquisitions, has felt the effect of the recession on both textiles and engineering, its two divisions. Mr Donald Parr, chairman, said the markets for both businesses had been "very weak indeed."

Group turnover slipped to £239.1m (£240.3m) in the six months to June 30. The interim dividend is maintained at 3.55p despite lower earnings of 6.4p (9p) per share.

Textile activities, where Baird is one of the largest suppliers of clothing to Marks and Spencer, were hit by weak con-

sumer demand and the impact of last spring's increase in VAT. Operating profits from this source fell to £8.83m (£10.4m) in spite of slightly increased turnover of £188.9m (£185.5m).

Darchem, the engineering division, suffered lower demand as the recession hit customers in the power, motor and aerospace industries. Operating profits fell to £3.71m (£4.76m) on turnover of £50.2m (£54.8m).

Interest charges rose to 23.13m (£23.83m). Proceeds of the rights issue, which arrived in May, should ensure that the group has no debt by the year end.

Mr Parr said there was no sign of an improvement in conditions for textiles, although the market had reached a plateau. The engineering division is

was likely to deteriorate further.

• COMMENT

These results were slightly worse than the City had expected, so Baird missed out on yesterday's mini-surge in the textile sector. The group seems to have succeeded in stabilising its position in textiles and ought to be able to hold its own until the clothing market recovers next year. But engineering, which was slower to feel the effect of the recession, still has some way to go before it comes out of the doldrums. Analysts expect a fall in pre-tax profits to £30m for the year, putting the shares on a prospective p/e of 14. But Darchem's difficulties seem set to continue to cloud Baird's prospects, even though recovery is in sight for textiles.

Triplex Lloyd
raises funds in
Dunstall deal

By Ivor Duce

Triplex Lloyd is effectively raising £5.7m in cash for £5.8m in paper by offering five ordinary shares at 130p each — they were 125p before yesterday's announcement — for every two Dunstall Park Holdings ordinary.

The offer values Dunstall, which recently sold Wolverhampton Racecourse, at 325p per share, compared with 250p when they were last traded.

Main shareholders support the move, which immediately gives Triplex Lloyd 23m cash following the Wolverhampton sale. It is unlikely to have problems with the property sales with one tenant — RHM Retail — letting 24 of the properties.

Dunstall holders get a substantial increase in income with the gross income on 5 new Triplex Lloyd ordinary worth 46.65p against 13.35p in gross income from two Dunstall ordinary.

Full acceptance of the recommended offer would involve the issue of about 4.4m new Triplex Lloyd shares, representing about 9 per cent of its enlarged equity.

Canning 36% lower in patchy first six months

By Paul Cheeseright, Midlands Correspondent

Spain was bad, but France and Italy were good; there has, however, been considerable pressure on margins.

But figures for the company, which has three quarters of its business overseas, showed that the 1991 first-half performance was markedly better than that of the 1990 second half.

Pre-tax profits for the six months to end-June were £3.66m, compared with £4.77m in the same period of 1990 and £2.66m in the second half of that year. Earnings per share were 6.2p (9.5p), but the interim dividend is maintained at 2.94p.

The trading performance was, at best, patchy, although the figures were broadly in line with market expectations. Mr David Probert, chairman, predicted: "The general uncertainty in trading looks as though it will continue in the second half."

Speciality chemicals volumes were lower in the UK, and demand dropped in France but remained firm in Germany. In electronic components, Germany was a mixed market,

John Lewis down 28% and warns on full year

By John Thorhill

JOHN LEWIS Partnership, the department store and supermarket group which is owned by its employees, saw half-year pre-tax profits fall by 28 per cent because of the worsening economy.

JLP, which runs 22 department stores and 96 Waitrose supermarkets, recorded a 6 per cent increase in sales but escalating costs and increased borrowing charges resulted in the pre-tax fall.

In the six months to July 27, taxable profits amounted to £23.8m (£33m) on sales of £1.07bn (£1.01bn).

Mr Peter Lewis, chairman, warned employees — or partners — that he could see no upturn in the economy. He therefore expected full-year profits to fall "well short" of last year's £91.5m.

He added that partnership pay costs were 11 per cent ahead of the previous year's figure, running at almost twice the rate of the sales increase. "Until we can reverse this trend, the strain of that will have to be taken very largely on Partnership Bonus," he said.

In the half-year, trading profits declined from £48.5m to £40.1m and interest and preference dividend payments accounted for a further £10.8m (£7.9m).

'Nearly-new' sales lift Bletchley 24%

Shares of Bletchley Motor Group jumped 20p to 135p yesterday after the USM-traded distributor and contract hire company announced pre-tax profits ahead by almost 24 per cent in the first half of 1990.

Mr David Dunn, chairman, attributed the increase — from £228,000 to £406,000 — to tight cost control and targeting of sales. Effort was concentrated on "nearly-new" vehicles, especially for the corporate sector, which helped the group overcome the slump in new car sales.

Turnover rose to £30.3m (£27.9m). Earnings per share emerged at 8.4p (6.7p) and the interim dividend is held at 4.1p.

The fatal attraction of Magnet's MBO

Michiyo Nakamoto reports on the kitchen retailer's Topsy-like debt



Magnet: advisers to its ill-timed and, with hindsight, disastrous buy-out are being sued by GE Capital

any obligation to pay dividends to Airedale.

For GE, all this means that the value of its £160m mezzanine finance to Airedale is virtually worthless.

Water Meadow's decision has deprived Airedale's creditors of a claim to Magnet's assets as security against their loans. But these have shrunk to £160m as a result of the plunges in property prices and in consumer spending.

GE's debt ranks at the very bottom of a total of about £700m owed by the Magnet group to its creditors, so that even if Magnet's income position were to improve markedly in the years ahead, there is more than £400m worth of senior debt waiting to be serviced ahead of GE's own subordinated loans.

Bankers Trust and the other firms being sued will not comment beyond saying that they are defending their positions against GE's claims. Airedale's other bankers have agreed to continue supporting the group financially through the defence.

Indeed, they are baffled by GE's move, according to one source.

GE would not comment on whether it has written down its loan to Airedale. But the lending agreement means, there is no chance of raising the ranking of GE's loans and the only likely explanation for its action is that, having given up on its £70m exposure, it is resorting to legal action in an attempt to claw back what it can.

The Magnet deal was supposed to herald the arrival of the mezzanine debt market in the UK. Bankers Trust was keen to expand its presence in the leveraged buy-out business, where it had expertise, while GE was expanding aggressively in the UK subordinated debt market.

Ironically, as one of the largest MBOs in the UK at the time, the Magnet deal would have been seen by both as an ideal opportunity to make their mark in their respective specialist fields in the UK.

By any standards the experiment was a disaster for both.

Admitting that it has stumbled over one of its first substantial transactions may not do much for GE's reputation. But bankers close to the deal are wondering what it has to gain by further jeopardising Magnet's chances to start to repay its debts.

Crystalate contribution helps TT to £6.7m

By Jane Fuller

TT GROUP, the industrial holding company which was thwarted recently in its take-over bid for Magnetic Materials Group, increased pre-tax profits by 46 per cent from £4.6m to £6.7m, in the first half to June 29.

Although 80 per cent of TT's business lies in the UK, Mr Nicholas Shipp, a director, said: "We have not experienced a major downturn."

The results benefited from a six-month contribution from Crystalate, the electronic components maker acquired for £24m in shares and cash after a five-month battle.

The abortive bid for Magnetic Materials, another components maker, cost about £2m cash as TT acquired a 38 per cent stake. Mr Shipp said the

Group turnover more than doubled to £78.3m (£32.6m). Operating profit of £8.54m (£4.79m) was reduced by interest costs of £1.77m (£152,000) arising from the acquisition.

Mr Shipp said borrowings were well organic, the largest contribution coming from the industrial division, comprising fasteners and aircraft components as well as Crystalate.

In packaging, demand for glass containers was buoyant

from the pharmaceuticals and food sectors; the latter also benefited the stretch-film subsidiary.

Building services received record orders for suspended

ceilings, particularly from retailers, and ironmongery made up for lost UK business by exporting to the Middle East and Far East.

Earnings rose by less than 4 per cent to 6.5p (6.1p) as the number of shares in issue increased by nearly 30 per cent. The interim dividend increases to 2.3p (2p).

The company's broker is forecasting full-year pre-tax profits of £14.6m (£10.5m) with earnings per share of 15p (14p). The share price reached a new high of 189p yesterday, after rising 5p on the figures. It has doubled in the past 12 months.

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UK COMPANY NEWS

US and continental input helps UB to £86m

By Guy de Jonquieres, Consumer Industries Editor

UNITED BISCUITS increased pre-tax profits by 4 per cent from £83m to £86m in the 28 weeks to July 13, thanks largely to a strong performance in the US and contributions from recent continental acquisitions.

Mr Robert Clarke, chairman, said the improvement was made in spite of difficult trading experienced in UB's main markets.

"It would, I believe, be unwise to predict a significant upturn before the end of the year," he said, though he remained confident of a satisfactory full-year result.

Sales rose 9 per cent from £14bn to £15.3bn. A 13 per cent rise in trading profit to £106m (£92.6m) was reduced at the pre-tax level by increased interest charges of £18.9m (£9.6m), reflecting acquisition costs.

Mr Clarke dismissed speculation that UB might be a bid target, saying: "I don't see any major hostile bids coming." Analysis of the company's share register had revealed no unusual change in ownership.

Trading profits rose in all

divisions, except Terry's, where weak sales of boxed chocolate was blamed for a fall to £3.1m (£3.7m) on turnover of £22.1m (£23.1m).

Profits at Ross Young's, the frozen foods business, recovered to £14.1m (£13.4m) on sales of £291.6m (£201.5m) following extensive rationalisation.

The recession squeezed margins on business in the UK, where trading profit rose 3 per cent to £54.4m (£62.5m) on sales of £228.5m (£223m). Nonetheless, volumes were 1.2 per cent higher at the McVitie's biscuits business, while the KP snacks operation increased its share of all main British markets.

Mr Eric Nicoli, chief executive, said the Gulf war had had an "extraordinary negative impact" in the first quarter, though this was made up in the second quarter.

Keebler, the US biscuits and snacks subsidiary, increased trading profit by 16 per cent to £31.4m (£27.1m) on sales of £612.5m (£490.8m).

New products helped Keebler raise its share of the declining US cookie market, while its



Robert Clarke: improvement achieved despite difficulties in main markets

Tony Andrews

sales of savoury snacks grew twice as fast as the US market.

Trading profit from continental operations trebled to £2m (£3m) on sales of £170m (£65m).

The increases partly reflected the acquisitions since January of Oxford Biscuits in

Denmark, 49 per cent of Fazer Biscuits in Finland and of Gyori Keksz in Hungary.

Mr Nicoli expected to raise operating margins of the continental businesses in the medium term from about 5 to 10 per cent by increasing volumes and improving efficiency.

The interim dividend is increased to 5.5p (5.3p). Earnings per share were 12.4p (12.2p) on an undiluted basis and 11.8p (11.6p) after dilution due to exercise of warrants and conversion of preference shares. See Lex

Portals overcomes margin pressures with 4% rise

By Peggy Hollinger

PORTALS GROUP, banknote paper supplier to the Bank of England since 1724, beat off the effects of recession to unveil a 4 per cent rise in pre-tax profits to £11.7m for the six months to June 30.

Turnover rose by 3 per cent to £94.6m.

Mr Michael Morley, chief executive, said he was encouraged by the performance; new management had moved the business back into the black in the second quarter, Mr Morley said.

Houseman, involved in air and water hygiene for buildings, performed well, as did

reflecting losses incurred in the first quarter at Aerial-Flare-gas, which makes low emission burners for the petrochemical industry. Margins declined to 6 per cent for the same reason.

Airoil, which accounts for about 20 per cent of the division's turnover, had problems coping with high demand; new management had moved the business back into the black in the second quarter, Mr Morley said.

One of Crompton's three mills was closed and £5m will be invested in the business's

Computer Technology, he added. The best performance, however, came from the security and specialist papermaking arm, which was strongly boosted by JR Crompton, the teabag paper maker acquired by £37m in March 1990.

Turnover rose by 2 per cent to £45m, of which about £16m was due to Crompton, and operating profits improved by 16 per cent to £9.3m.

Banknote paper, by far the division's biggest business, maintained its position, despite a setback during the Gulf war.

Lydney plant. Much of Crompton's emphasis will be on environmentally friendly, chlorine-free paper. Mr Philip Conway, executive director, said this was a growing market, with about 50 per cent of Crompton's sales in this area.

Germany, following reunification, was an increasingly important market for environmentally friendly products.

Banknote paper, by far the division's biggest business, maintained its position, despite a setback during the Gulf war.

The group warned that central results, which comprise property sales minus overheads, would be significantly lower than last year's gain of 5.6 per cent.

Earnings per share rose to 13.3p (12.7p) basic and 13.21p (12.21p) fully diluted. The interim dividend is maintained at 5p.

Gearing, based on net debt of £16.5m, was 16 per cent, one point higher than at the year-end. This included the outstanding balance of £12m on the Crompton purchase.

lending: £22m on personal loans; and £1m on its Maxin chequebook current account.

Before making provisions, Halifax was able to report a sharp increase in its operating profits which were up by 36 per cent, but its assets grew by only 3 per cent in the first six months of the year to reach £55.9bn.

Gross lending was £3.75bn, down from £2.85bn a year earlier. We believe that this is pretty realistic provisioning," said Mr David Gilchrist, group general manager. Halifax also put aside £5m on commercial

network reduced its losses from £5m a year ago to £3m, in spite of the continuing stagnation in the housing market.

As result of its lower volume of growth, the gross capital ratio of the society improved to 5.2 per cent.

Analysts said they were surprised by the size of Halifax's residential provisions. Abbey National, Halifax's main competitor in the mortgage market, also increased its residential lending provisions, but at £58m they were much smaller than those of Halifax.

Halifax rises despite provisions

By David Barchard

BAD LOANS forced Halifax Building Society to make record loan loss provisions of £12m in the first half of the current year.

Announcing interim results for the six months to July 31, Halifax revealed yesterday that its provisions against mortgage losses soared from £1.2m in the first half of the year to

£2.4m. Earnings per share rose to 13.3p (12.7p) basic and 13.21p (12.21p) fully diluted. The interim dividend is maintained at 5p.

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lending: £22m on personal loans; and £1m on its Maxin chequebook current account.

Before making provisions, Halifax was able to report a sharp increase in its operating profits which were up by 36 per cent, but its assets grew by only 3 per cent in the first six months of the year to reach £55.9bn.

Gross lending was £3.75bn, down from £2.85bn a year earlier. We believe that this is pretty realistic provisioning," said Mr David Gilchrist, group general manager. Halifax also put aside £5m on commercial

Dividends announced

By Roland Rudd

	Current payment	Date of payment	Corres - pending dividend	Total for year	Total last year
AB Ports	Int 3.1	Nov 6	2.75	-	7.25
Albert Inv Tel	Int 1.2	Oct 18	1.2	-	3.7
Board (West)	Int 3.25	Jan 25	3.65	5.1	5.1
Bloomsbury Motors	Int 4.1	Oct 8	4.1	-	7.85
Brammer	Int 4.5	Oct 24	4.5	-	13
British Filings	Int 1.375	Nov 29	1.375	-	5.075
Canning (W)	Int 2.94	Dec 1	2.94	-	7.29
Cameron St Inv	Int 3.31	Oct 31	3.3	-	8.55
Cassells Property	Int nill	-	3.75	-	3.75
Emes	Int 0.85	Nov 21	1.3	-	3.5
Estates & Gen	Int 1.225	Nov 6	1.225	-	3.75
Flame	Int 19.5	Nov 15	15	28	27
Giant Southern	Int 3.25	Nov 4	3	-	8.5
Haden Macmillan	Int 0.1	Nov 4	0	-	8
Hall Eng	Int 3.3	Oct 25	3.3	-	8.84
Hartons	Int nill	-	0.1	-	0.1
Leigh (John)	Int 3	Nov 15	3	-	13
Legal & General	Int 6.2	Dec 2	5.9	-	17.9
Matthews (B)	Int 2	Oct 25	2	-	4.5
MTL Instruments	Int 1.5	Oct 29	1.2	-	2.8
Portals	Int 5.7	Dec 31	5	-	13
Rambone Bros 5	Int 2.25	Nov 2	2	-	5
Roth Royce	Int 2.55	Jan 6	2.55	-	7.25
RTZ	Int 5	Dec 16	5	-	19.5
Sister	Int 3.5	Nov 25	3.5	5.15	5.15
Stompin	Int 0.1	Nov 7	-	0.1	0.1
Swallowfield	Int 2.2	Oct 31	2.2	-	5.1
Stormgaard	Int nill	-	1	nill	2
TT	Int 2.2	Oct 9	2	-	4.5
Und Biscuits	Int 5.52	Jan 3	5.3	-	14.4
Waterford Pds A	Int 1.48	Nov 8	1.05	-	2.5
Waterford Pds B	Int 0.759	Nov 6	-	0.065	0.065
Whitbread	Int nill	-	2.75	1	4.7

Dividends shown pence per share net except where otherwise stated. Equivalent after allowing for scrip issue. 10% capital increased by rights and/or acquisition issues. SUSM stock. *Carries scrip option. £Irish currency.

Hickson Capital Limited

£40,000,000

7 per cent. Convertible Capital Bonds due 2004 (the "Capital Bonds") guaranteed on a subordinated basis by

Hickson International PLC

(Hickson")

Notice to the holders of the Capital Bonds pursuant to Condition 23 of the terms and conditions of the Capital Bonds (the "Bond Conditions").

On 12th September, 1991 Hickson announced its proposal for the issue of up to 45,244,319 new ordinary shares by way of rights to ordinary shareholders on the register as at the close of business on 6th September, 1991 at a price of 160 p per share on the basis of 2 new ordinary shares for every 5 ordinary shares held (the "Rights Issue").

Copies of the Circular have been despatched to the registered holders of Capital Bonds. Holders of Capital Bonds in bearer form may obtain copies of the Circular on personal application by or on behalf of such holder during normal business hours on any weekday (Saturdays and public holidays excepted) up to and including 9.00 a.m. on 23rd October, 1991 from

Barclays Bank PLC, Registrar's Department,
New Issues, P.O. Box 123,
Piney Way House, 25 Piney Way,
London EC4A 4HD

and from the registered office of Hickson International PLC at

Wheldon Road, Castleford, West Yorkshire WF10 2JT

Price Waterhouse, chartered accountants, the auditors to Hickson Capital Limited and Hickson International PLC, have certified that on satisfaction of the conditions set out below the Exchange Price (as defined in the Bond Conditions) will be adjusted (in accordance with the Articles of Association of Hickson Capital Limited and the Bond Conditions) from 260p per ordinary share to 342p per ordinary share.

The Rights Issue (which has been fully underwritten) is conditional upon (i) the passing of an ordinary resolution to increase the authorised share capital of Hickson and approve the allotment of relevant securities, (ii) the admission of the new ordinary shares to the Official List of the London Stock Exchange having become effective, (iii) the Underwriting Agreement in respect of the Rights Issue becoming or being declared unconditional and not having been terminated in accordance with its terms and (iv) the posting of the provisional allotment letters. Subject to satisfaction of those conditions, the adjustment to the Exchange Price will take place on and with effect from 1st October, 1991 (being the date of issue of the nil paid rights and the date on which dealings in the new ordinary shares (nil paid) are expected to commence).

No further notice to the holders of the Capital Bonds will be published or despatched unless the conditions referred to above have not been satisfied so as to give effect to such adjustment on 1st October, 1991.

The current conversion price of 258p, which is effective until such adjustment, represents a premium of approximately 26.5% over the middle market price of 204p as derived from the London Stock Exchange daily official list at the close of business on 11th September, 1991.

Any bondholder who exercised a Conversion and Exchange Right (as defined in the Bond Conditions) on or before the business day prior to 6th September, 1991 or, if 6th September, 1991 is not a business day in the place where the relevant Capital Bond was delivered, two business days prior to that date, has been allotted ordinary shares which qualify for the Rights issue.

Hickson Capital Limited
Hickson International PLC
Wheldon Road, Castleford, West Yorkshire, WF10 2JT
13th September, 1991.



The players.

United Biscuits Interim Results Highlights (Unaudited)

	1991	1990	Change
Sales	£1,528.4		

TECHNOLOGY

The prospect of having to smarten yourself up to use the telephone may not be everyone's idea of progress. But the concept takes a step nearer reality this December when several of Europe's telecoms operators embark on pan-European trials of videophones.

Eve-2 (European Videophone Experiment) will involve up to 250 businesses in six countries and attempt to consolidate on standards, products and costs in a market that BT estimates will be worth \$3bn (£1.7bn) a year in Europe by 1995.

Optimistic telecoms companies are already planning to launch commercial products within the next year. "It is not a question of if the trials will succeed," says Ronald Plomp of PTT Nederland, "but how quickly we can create the demand for the market."

The fast pace of development has been made possible by the installation of integrated services digital networks (ISDNs), which have begun to replace traditional analogue phone circuits throughout Europe.

ISDN has the ability to carry a greater amount and complexity of signals which in turn has allowed enhanced picture and sound quality to be transmitted. Typically, ISDN has increased the carrying capacity of telephone lines to roughly six times their previous level.

To take advantage of the ISDN quality, the telecommunications industry has developed an enhanced codec (coder/decoder) device which sits within the videophone unit. It compresses visual

images and turns them into digital signals.

Thus where a normal television picture would need 140 megabits/second transmission space, the new video codec compresses it to just 64 kilobits/second — the carrying capacity of a single ISDN line. The effect is to reduce the potential cost of using the videophone to that of a single ISDN line — in the UK the equivalent to the cost of a conventional phone call.

The participants in Eve-2 — France Telecom, British Telecom, Deutsche Bundespost, Norway Telecom, PTT Nederland and SIP Italy — are all at different stages of ISDN development.

In France, Eve-2 participants will involve up to 100 companies. Jean-Pierre Guinen, France Telecom's representative on Eve-2, says: "There are only two problems with video telephony — the lack of ISDN and the cost of the videophone units themselves. In France we only have the latter problem."

Liquid crystal moves to the big screen

Applied Materials, a leading US maker of semiconductor manufacturing equipment, is setting up a Japanese subsidiary in a bid to cash in on one of the most vexing problems facing the makers of portable computers: how to raise the manufacturing yields of flat panel displays.

Currently about 90 per cent of display panels that come out of the factory have to be jettisoned because of defects. A microscopic speck of dust just 2/10 of a micron (2/10 of one millionth of a metre) is enough to short-circuit the thin film transistors used for liquid crystal display (LCD) panels. The problem is much more severe than with silicon wafers used for semiconductors because of the large size of the panels —

1,575 square cm as opposed to 0.8 square cm.

The poor yields for LCD screens have kept prices high and prevented wider use of the devices, which many experts believe will eventually replace the cathode ray tube in televisions in the home. The thin film transistor screens are more compact, and lighter. They consume far less electricity, can produce a high-quality picture and, in theory, should be less expensive to produce.

Applied Materials has grown rapidly by developing equipment to manufacture films for semiconductors with high yield rates and it will try to repeat this using similar technology with the much bigger flat panel displays.

To date most LCD panel

manufacturers have had to adapt manufacturing equipment designed for making solar cells, which are far more tolerant of contamination. It is a labour-intensive process in which human intervention is the inevitable source of tiny particles that find their way between the thin layers of film.

"Our ability to pursue this opportunity is the result of doing 20 years of business in Japan," says James Morgan, chairman of Applied Materials.

The company will employ chemical vapour deposition, plasma etching and physical vapour deposition techniques for putting electronic circuitry into thin films. Applied Materials is hoping to raise the manufacturing yields for thin film transistor screens to 70 per cent by 1995. This, it

believes, would help the market grow from \$350m this year to \$1.1bn by 1995.

The production equipment market this year is estimated at \$450m and can also be expected to grow rapidly. Applied Materials will not be alone in the market. Its fiercest competitor is likely to be Avelva, a subsidiary of the Japanese electronics company NEC, which is the world's largest maker of semiconductors and claims 75 per cent of the world market for chemical vapour deposition equipment.

Avelva has already started marketing specialised LCD production equipment and claims yields of 50 per cent for some types of products.

Steven Butler

Car bumper gets a second chance

DENTING your car bumper is bad news for your insurance premium; it is also bad news for the environment because many of the dented car parts end up rotting on the scrap heap.

But Nissan, the Tokyo-based car company, has developed a paint-removal system for plastic bumpers. Until now plastic bumpers have been largely non-recyclable, as the paint on them could not easily be removed.

Nissan's technique involves pulverising the polypropylene bumper and then mixing it with a solution containing halogen-free organic salts. These break down the paint chemically without the use of strong acids or alkalines.

By removing the paint residue using a centrifuge, the waste liquid can be re-used. The plastic can be formed into bumpers in the same way as new materials, and Nissan is planning to install bumpers made of the recycled materials on new vehicles.

Computer applies for a night job

RUNNING a complicated spreadsheet program or updating a report can often mean the PC user has to take a coffee break while the PC completes its task. Such time-consuming tasks can now be done after office hours with a software package developed in the US by Complementary Solutions, of Atlanta.

Sold in the UK for £99 by SAL, of London, Automate/Anytime, as the package is called, runs with any IBM compatible PC and popular applications packages for, say, spreadsheets or report writing. By calling up the main menu, the user can instruct the PC when to carry out the job — whether a one off task, or a program to be run every evening or week.

Automate/Anytime can also be used for the routine task of backing up all data to mitigate against the problems of computer failure.

Power loses its attraction

ONLY 3 per cent of PCs purchased next year by major organisations in the UK will be powerful machines based on Intel's latest 486 processor, according to a survey

published by Romtec, the Maidenhead-based information technology research organisation.

Instead, most organisations will opt for 386-based machines. Fifty-two per cent of respondents said they would opt for machines based on the 386SX processor, while 31 per cent planned to buy 386DX-based ones.

More than two-thirds of corporate PC buyers — 69 per cent — will also buy portable PCs in 1992, in total one in every four PCs purchased will be a portable machine, say the authors of the report.

The report took into account the views of 220 managers from the UK's largest corporations. The organisations had, on average, 125 PCs on every site — a figure set to grow to 139 PCs per site by February 1992.

Designing the perfect document

DOCUMENT management systems already in use in office applications are now finding their way into the engineering and design industries.

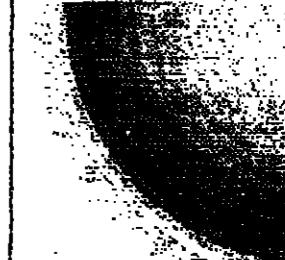
Xerox Engineering Systems, of Marlow, Buckinghamshire, has announced a document system which will enable manufacturers, engineers and designers to store, modify and print or plot documents electronically. The system can scan into the system, and print from it, the large format diagrams needed by the design industry.

Based on an open systems architecture and Sun Sparc workstations, the Xerox Engineering Document Management System has a relational database and optical storage to handle the documents, which today are normally stored on paper or microfilm.

Bullish about the arrival of Taurus

THE changing computer requirements of the securities industry following the expected implementation of the Taurus electronic trading system next year has opened the market for a range of computer systems.

One company which believes it can fulfil all the requirements on a single system is Clymax, the computer systems subsidiary of Credit Suisse, with Brokermex Plus. The software, which can run on a PC, Apple Macintosh or a front-end processor from



WORTH WATCHING

by Della Bradshaw

a larger computer system incorporates tools for settlements, trading and funds management. In addition it has the more usual office applications such as word processing, Lotus 1-2-3 spreadsheet and tools such as Windows and a mouse.

As well as selling the combined hardware and software system, Clymax is offering a bureau service to companies that do not want to invest in a large computer system.

Brokermex Plus already complies with the specifications issued by the Stock Exchange for Taurus, but Clymax has undertaken to upgrade Brokermex Plus as the requirements change.

Young Engineer for Britain

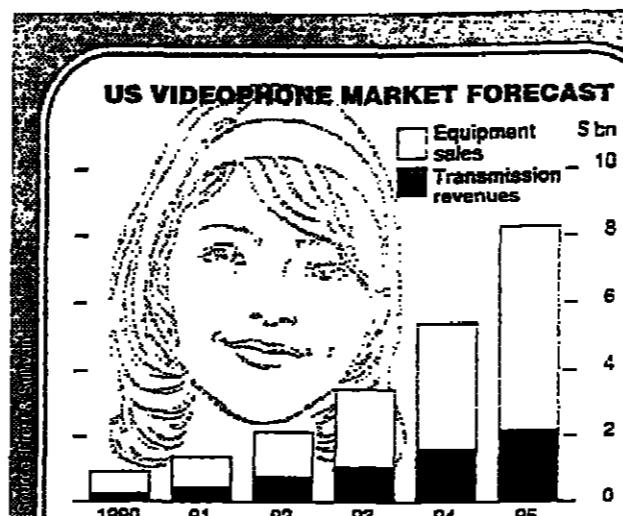
AN ELECTRIC drill attachment, which enables the user to drill accurately from different angles, has won a schoolboy from Shropshire the Young Engineer for Britain 1991 award, organised by the Engineering Council.

The "Drill-mate", designed by 18-year-old Adam Seedhouse, of Oldbury Wells School, Bridgnorth, comprises an arm which holds a degree chart and a plastic ball containing glycerine — which operates in the same way as the bubble in a spirit level. By attaching the arm to the drill, adjusting the degree dial to the required angle and checking the level of the spirit ball the hole can be drilled with accuracy.

Contact: Nissan, Japan, 3 558 2146; Complementary Solutions, US, 404 454 8035; SAL, UK, 071 404 9699; Romtec, US, 0813 850 0000; Xerox Engineering Systems, UK, 0898 882131; Clymax, UK, 071 529 5005; Oldbury Wells School, UK, 0748 765454; Engineering Council, UK, 071 240 7891.

Christopher Price examines the growing market for videophones

Talking pictures



Perhaps the most exciting product development is a computer board which users can slot into their personal computers — to receive pictures on screen of TV quality while talking on the phone. A separate finger-sized camera would be sold to sit with the PC to send pictures to the caller.

Other areas being eyed by BT include the launch with Eve-2 of a multi-point service which will enable any number of videophones, each using a 64 kbit/s line, to talk together. "Videophone multipoint is a world-first," says Mills. "It will allow people to see and talk to each other from any number of compatible centres." Cameras would be voice activated so that the person speaking would always be in view. This would be achieved by a switching

unit installed on the premises with one of the phones, and in the future in BT's own exchanges.

As with all new technology the initial costs will be high. BT estimates that the cost of a stand-alone videophone will be £25,000. "We expect the cost of the units to fall quite quickly as the service develops," says Mills. The cost of a videophone should come down to around £200 within five years, he estimates. BT charges £400 to install an ISDN socket plus £280 a year rental in addition to call charges.

"One of Eve-2's prime roles is to act as publicity for the new service," says Plomp. "With that and the successful trial of the products and services, the market will grow and grow."

Price Waterhouse
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Financial Controller

to £40,000 + car N.E. Kent

Internationally renowned, our client is a leading UK manufacturer of high quality capital equipment which is distributed throughout the world.

With a solid profit record, their turnover is approaching £8 million and a recent acquisition now provides the potential for further expansion.

Reporting to the Managing Director, you will be expected to play a key role in the strategic development of the business, and will ensure the provision of an effective financial

and management information service. You will also be responsible for the IT and administration functions.

Aged around 35-45, you are likely to be a graduate with, ideally, a background in engineering based manufacturing. You will have experience of multi-currency transactions and the development of computerised management information systems.

The position offers significant challenge and the opportunity for

advancement within the company. The company operates a no-smoking policy.

Candidates wishing to apply should write to Susan Ryder quoting reference G/1197 at:

Executive Selection Division
Price Waterhouse
Management Consultants
Milton Gate
1 Moor Lane
London EC2Y 9PB
Tel: 071-939 6343

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Finance Director

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As part of the highly successful Aegis Group Plc, API Sponsorship is a rapidly growing group of companies specialising in business sponsorship. Main areas of activity are arranging corporate sponsorship of major events, particularly in sport, perimeter board advertising, personality management and television production. Major contracts include the Commonwealth Games, European Athletics Championships and British Athletics.

To play a leading role in the growth of this group, a Finance Director is now required to become an integral member of the senior

management team. In addition to the implementation and control of accounting and financial policies, you will play an active role in negotiating and monitoring contracts and will be expected to travel, especially in the UK, Europe and the USA. You will also be involved in day to day control issues such as cash management, this being very much a "hands on" role.

An accountant, qualified with a major firm and probably aged 30-40, you will have a minimum of 5 years' experience in a senior operating financial role, which

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This is an exciting opportunity for a dynamic finance director wishing to progress his/her career. Contact Heather Thomas on 071-939 6341 or, alternatively write to her quoting reference F/1192 at:

Executive Selection Division
Price Waterhouse
Management Consultants
Milton Gate, 1 Moor Lane
London EC2Y 9PB

Thames Waste Management

FINANCIAL CONTROLLER

Leatherhead, Surrey

Thames Waste Management Ltd., part of Thames Water Plc, is a new and fast expanding company engaged in a broad range of waste management activities. The expansion is being achieved by a combination of organic developments utilising Thames Water technical expertise and extensive asset base, together with strategic acquisitions.

Our rapid growth now necessitates the recruitment of a Financial Controller responsible for implementing and controlling the financial and management accounting systems and procedures for both new and existing operational units. Financial appraisal of new development projects and acquisitions is also an integral part of the job.

Reporting to the Director, you will be a highly motivated and experienced Accountant with the ability to strengthen the management team. You will have a recognised accounting qualification, preferably with waste industry experience, but all round ability and adaptability will be as important.

The appointment is based close to the M25 near Leatherhead in Surrey. A generous package is offered including company car.

If you consider you can meet the challenges of this fast growing business, then please write enclosing your current C.V. to: Alison Hearn, Thames Waste Management Ltd, Castlebank House, Oak Road, Leatherhead, Surrey KT22 7PG.

Appointments Advertising

Appears every Friday

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(in the UK Edition)

For further information,

in North America

please call:

JoAnn Gredell

on

212 752 4500

or write to her at

14 East 60th Street

New York, NY 10022

FINANCIAL TIMES

EUROPE'S BUSINESS NEWSPAPER

Career Opportunities in Industry For Young Qualified Accountants

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SOME OF OUR MOST SATISFYING RESULTS CAN NEVER BE EXPRESSED IN FIGURES



When you are only nine years old the treatment can sometimes seem worse than the disease.

Over a four month period he had four intensive pulses of chemotherapy to treat his leukaemia. Before each pulse, and for several days afterwards, he was given Glaxo's new anti-emetic compound which fought the attendant nausea and sickness successfully.

Without it, his doctors and nurses might have found it difficult to help him complete the treatment that led to his recovery.

Now he can enjoy all the activities he did before his illness, and some new ones as well.

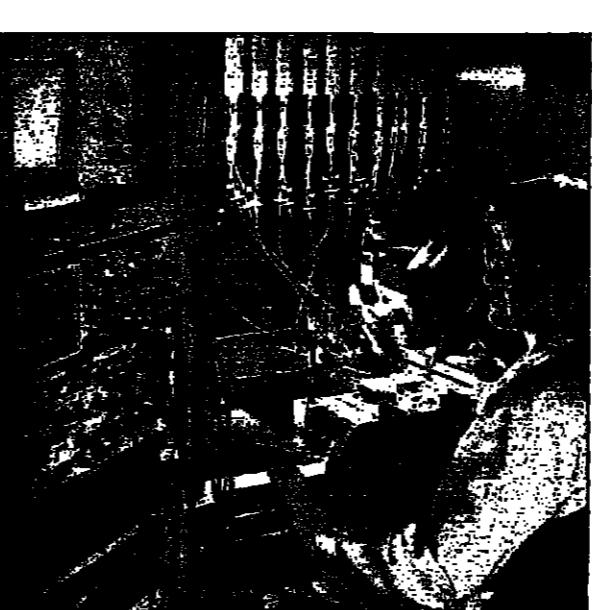
All around the world people are benefiting from our medicines, including the new compounds of our own discovery which we have introduced in the last year.

And it's this success in discovering and developing medicines that has enabled Glaxo to continue to grow impressively this year.

Sales have increased by 7% to £3,397m.

Profit before tax increased by 9% to £1,283m.

Earnings per share rose from 54.0p to 60.8p, an improvement of 13%.



FINANCIAL HIGHLIGHTS YEAR TO 30th JUNE 1991

	1991 Unaudited	1990 (restated)	% Change
Turnover	£3397m	£3179m	7
Trading Profit	£1104m	£1040m	6
Profit Before Tax	£1283m	£1182m	9
Earnings Per Share	60.8p	54.0p	13
Dividends Per Share	28.0p	22.0p	27
Research and Development	£475m	£420m	13
Capital Expenditure	£621m	£637m	-3

This strong financial performance provides the resources for further research into diseases such as cancer and those of the central nervous and immune systems.

We now have over 6000 scientists worldwide, engaged in research to develop an expanding range of prescription pharmaceuticals well into the 21st century.

All in all we are spending nearly £2 million a day in the search for new medicines.

An investment that we believe will continue to improve the quality of life for everyone in the days and years to come.

Glaxo

WORLD LEADERS IN PHARMACEUTICALS

COPIES OF THE 1991 ANNUAL REPORT AND ACCOUNTS WILL BE AVAILABLE FROM SEPTEMBER 27TH FROM: THE SECRETARY (AR), GLAXO HOLDINGS p.l.c. LANSDOWNE HOUSE, BERKELEY SQUARE, LONDON W1X 6BP.

The contents of this advertisement, for which the directors of Glaxo Holdings p.l.c. are solely responsible, have been approved for the purpose of section 37 of The Financial Services Act 1986 by an authorised person.

The figures for the year ended 30 June 1990 are an abridged statement of the full Group accounts for that year (restated as explained in this year's accounts) which have been delivered to the Registrar of Companies and on which the auditors made an unqualified report.

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INDUSTRIALS (Miscel.)—Contd.

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FOREIGN EXCHANGES

Dollar weak ahead of CPI

A SMALLER than expected rise in August US producer prices had little impact on a weak dollar yesterday. The foreign exchanges are now waiting for today's US consumer price index to confirm that inflationary pressure has eased and also for a possible easing of Federal Reserve monetary policy.

Mr Wayne Angell, a Federal Reserve Board governor, said the US was making progress towards price stability, but declined to make a specific comment about the 0.2 per cent increase in the August PPI. Analysts expected a rise of 0.3 per cent and forecast new applications for weekly unemployment benefit of 422,000, but this figure was also slightly lower at 420,000.

Today's figures are expected to show that August consumer prices rose at an unchanged 0.2 per cent and that year-on-year inflation fell to 3.8 from 4.4 per cent.

The immediate performance of the dollar is likely to depend on the reaction of the Federal Reserve. A cut in the Federal funds target level of 5/4 per cent is likely to have more impact than a reduction in the 5/4 per cent discount rate.

At the London close the dollar had fallen to DM1.6855 from DM1.6970, to Y134.05 from Y134.90, to Frf1.4770 from

Frfr1.4860, and to Frf5.7425 from Frf5.7725. On balance of England figures the dollar's index declined to 63.0 from 65.5.

Sterling gained more than 1% against the dollar but lost ground to its partners in the European exchange rate mechanism.

A year-on-year rise of 7.5 per cent in UK average earnings during July was below estimates of 8.0 per cent and according to dealers was a significant pointer towards a fall in the underlying level of inflation. The June figure was revised down to 8.0 from 8.5 per cent. This increased speculation about lower UK bank base rates, leaving the pound weaker in the ERM.

Fading expectations of a UK general election this year mean that the political risk in holding the currency could increase during the winter at a time when the differential credit policy, at today's repurchase agreement rate of 10.5 per cent.

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E IN NEW YORK

Sep 12	Last	Previous	Close
£Spot	1.7325 - 1.7335	1.7325 - 1.7345	1.7325 - 1.7345
1 month	0.7418 - 0.7428	0.7418 - 0.7428	0.7418 - 0.7428
12 months	0.42 - 0.42	0.42 - 0.42	0.42 - 0.42

Forward premiums and discounts apply to the US dollar

STERLING INDEX

Sep 12	Last	Previous
5.70	91.2	91.2
5.50	91.2	91.2
5.30	91.2	91.2
1.00	91.2	91.2
1.00	91.3	91.3
1.00	91.2	91.2
4.00	91.1	91.2

CURRENCY MOVEMENTS

Sep 12	Bank of England	Marginal	Change %
US Dollar	0.2	-0.4	-0.5
Canadian Dollar	1.06	-1.5	-1.5
Australian Dollar	1.11	-1.5	-1.5
Danish Krone	0.98	-2.9	-2.9
Swiss Franc	1.17	-1.7	-1.7
Dutch Guilder	1.13	-1.5	-1.5
French Franc	1.22	-1.5	-1.5
Yen	1.05	-0.5	-0.5
Spanish Peseta	1.43	-0.5	-0.5
Swiss Franc	1.20	-0.5	-0.5
Swiss Franc	1.20	-0.5	-0.5
French Franc	1.20	-0.5	-0.5
Yen	1.05	-0.5	-0.5

Margins, Guarantees, changes, average 1980-1992-100. Bank of England rates. Average 1983-1990-100. See for 112.

CURRENCY RATES

Sep 12	Bank #	Special #	European #	Drawing #	Currency Unit
Sterling	0.2	-0.4	-0.5	-0.5	
US Dollar	1.06	-1.5	-1.5	-1.5	
Canadian Dollar	1.11	-1.5	-1.5	-1.5	
Australian Dollar	1.11	-1.5	-1.5	-1.5	
Danish Krone	0.98	-2.9	-2.9	-2.9	
Swiss Franc	1.17	-1.7	-1.7	-1.7	
Dutch Guilder	1.13	-1.5	-1.5	-1.5	
French Franc	1.22	-1.5	-1.5	-1.5	
Yen	1.05	-0.5	-0.5	-0.5	
Italian Lira	1.11	-0.5	-0.5	-0.5	
Swiss Franc	1.20	-0.5	-0.5	-0.5	
Spanish Peseta	1.43	-0.5	-0.5	-0.5	
Swiss Franc	1.20	-0.5	-0.5	-0.5	
French Franc	1.20	-0.5	-0.5	-0.5	
Yen	1.05	-0.5	-0.5	-0.5	

A Bank rate refers to central bank rate, rates, average 1980-1992-100. Bank of England rates. Average 1983-1990-100. See for 112.

OTHER CURRENCIES

Sep 12	E	S
Argentina	0.76111	0.70088
Bahrain	0.71200	0.62100
Bolivia	0.74070	0.612400 - 0.612700
Finland	7.1295	7.1455
France	0.72000	0.62000
Germany	1.34025	1.34025
Iran	1.11025	1.11025
Italy	1.12000	1.12000
Japan	1.12000	1.12000
Malta	1.12000	1.12000
Norway	1.12000	1.12000
Portugal	1.12000	1.12000
Spain	1.12000	1.12000
Sweden	1.12000	1.12000
Switzerland	1.12000	1.12000
UK	1.12000	1.12000
USA	1.12000	1.12000
Yugoslavia	1.12000	1.12000

Setting rate

MONEY MARKETS

London rates steady

RATES WERE little changed on the London money market yesterday as sterling's possible vulnerability to further reductions in bank base rates was countered but a surprisingly small rise in July UK average earnings. The lower than expected average earnings figure pointed towards a continued decline in inflation.

Three-month sterling interbank was quoted at 10.8-10.8 per cent, compared with 10.8-10.8 on Wednesday, while 12-month money was steady at 10.8-10 per cent.

UK clearing bank base lending rate 10.8 per cent from September 4, 1991

On Liffe prices of short sterling futures rose on the UK employment data. December delivery climbed to 90.32 from 90.25.

Day-to-day credit was in short supply on the cash market. The Bank of England initially forecast a shortage of £1,100m, but revised this to £1,150m at noon and to £1,200m in the afternoon. Total assistance of £1,131m was provided.

An early round of help was offered and at that time the authorities bought £90m bank bills in band 1 at 10% per cent and £98m bank bills in band 2 unchanged.

at 10% per cent. In further operations before lunch the Bank of England purchased another £215m bills outright, via £23m Treasury bills in band 1 at 10% per cent; £20m bank bills in band 1 at 10% per cent; and £20m bank bills in band 2 at 10% per cent.

Bills maturing in official hands, repayment of late assistance and a take-up of Treasury bills drained £1,027m, with the unwinding of repurchase agreements on bills absorbing £358m, a rise in the note circulation £30m and bank balances below target £105m.

These outweighed exchequer transactions adding £470m to liquidity. In Brussels the Belgian National Bank continued to tighten its monetary stance by increasing the overnight intervention rate to 9.00 from 8.85 per cent. This followed Wednesday's move to guide one-month rates higher.

In Frankfurt call money rose to 9.00 from 8.95 per cent, as traders waited for seasonal tax payments to drain up to DM25bn from the banking system this month. A meeting of the Bundesbank council yesterday left credit policies unchanged.

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LONDON RATES

LONDON MONEY RATES

WORLD STOCK MARKETS

3:15 pm prices September 12

NEW YORK STOCK EXCHANGE COMPOSITE PRICES

Continued on next page

AMERICA

Growing hopes of cut in interest rates lift Dow

Wall Street

GOOD NEWS on inflation raised hopes of an interest rate cut and helped share prices make an early rise yesterday morning, writes Patrick Harrison in New York.

By 1pm the Dow Jones Industrial Average was up 14.76 at 3,001.78, having flirted with the 3,000 mark all morning. The Nasdaq composite index, Standard & Poor's 500 was also firmer, up 1.88 to 386.60, while the Nasdaq composite of over-the-counter stocks gained 5.87 to 320.62. Volume on the NYSE was heavier than in recent days at 93m shares by 1pm.

After several days in the doldrums, the market got a welcome boost from news of a 0.2 per cent rise in August producer prices. The figure was lower than expected, and prompted speculation that the Federal Reserve would cut the discount rate by 50 basis points to 5 per cent.

However, analysts said they thought it more likely that the central bank would not ease until it had seen the August consumer price numbers, which are due today. Even then the Fed might still wait a few more days before easing, because it would not want to be seen reacting too quickly to one set of economic data.

Among individual issues, Bank of Boston fell 5% to \$10.25 on the news that the Fed has

forbidden the troubled New England banking group to pay dividends to shareholders without its permission.

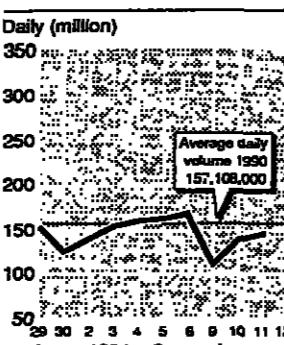
Unisys shed 5% to \$44 after it was revealed that the computer group is seeking \$400m from its bankers to avoid the possibility of its big debt obligations putting a severe

up to 1m shares for between \$14.50 and \$17.50, which expired on Wednesday, would not be extended.

US Healthcare, an over-the-counter stock, jumped 5% to \$27 after regulators in the state of New Jersey approved the company's request for a 16 per cent increase on its insurance premium rates.

Digital Systems plummeted 6%, or 40 per cent, to \$9.30 on a warning from the company that third-quarter profits would fall to between 9 cents a share and 13 cents a share, compared with 26 cents a share a year ago.

NYSE volume



Aug 1991 September

squeeze on the group's cash position.

Northrop fell 1% to \$25.50 as investors reacted negatively to the results of recent tests which showed that the Northrop-made B-2 bomber is not as stealthy as originally predicted. The discovery could swing support in Congress away from the B-2 project.

NL Industries slipped 1% to \$14.40 after the company said that its self-tender offer to buy

stocks were marginally higher at midday on hopes of a cut in US interest rates. The composite index rose 2.3 to 3,432.0. Declining issues led advances by 230 to 188 on a volume of 12.9m shares valued at \$147.2m.

Among mines and oils, Placer Dome was steady at \$31.2, International Corona A fell 3% to \$37.4, Stelco A, which eased 3% to \$35.4, and Alberta Energy, which added 3% to \$34.1.

Among mines and oils, Placer Dome was steady at \$31.2, International Corona A fell 3% to \$37.4, and Fairbanks Gold lost 3% to \$35.4.

Aur Resources tumbled 45 cents to \$33.10 after an analyst downgraded the company to a sell from a hold.

Among the most active stocks were Nova Corp, which rose 3% to \$37.4, Stelco A, which eased 3% to \$35.4, and Alberta Energy, which added 3% to \$34.1.

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EUROPE

Some bourses encouraged by August inflation figures

THE EARLY rise on Wall Street yesterday, together with inflation figures from Sweden and Spain, breathed life into some bourses, writes Our Markets Staff.

PARIS enjoyed a spurt of activity, helped by Wall Street and Wednesday's comments on partial privatisation by French President François Mitterrand. One dealer said, however, that the market was still waiting for an interest rate cut.

The CAC 40 index rose 18.61 or 1 per cent to 1,861.17 in turnover of FF1.5bn, up from FF1.56bn. Among active blue chips, Peugeot gained FF12 to FF612, Lyonnaise des Eaux-Dumez added FF1 to FF552 and Alcatel-Alsthom rose FF13 to FF595.

CMB Packaging reached a day's high of FF156 before closing FF1.20 up at FF152.20, after first-half results and the departure of the chairman.

Ceris rose another FF2.40 to FF133.40 in heavy volume of 343.150 shares on continued speculation that it will sell Banque Duménil Lébè, while Chargeurs jumped FF107 or 5.4 per cent to FF917 on rumours that BSkyB, in which it holds 15.9 per cent, will become profitable sooner than expected.

STOCKHOLM was boosted by better-than-expected August inflation data, which showed that the annual rate had fallen to 8.4 per cent from 9.3 per cent in July. The news sent domestic interest rates sharply lower.

The Affärsvärlden General index rose 6.9 to 1,084.4 in turnover of SKr453m, after SKr456m. Incentive, which met domestic analysts recently, saw its free B's rise SKr6 to SKr5.

MADRID was encouraged by a fall in the one-year Treasury bill yield and an inflation figure for August in line with expectations. The general index added 1.41 to 271.32 as

turnover rose to about Pta10bn from Pta7bn.

Cepsa, the oil refiner, was required and rose Pta40 to Pta270, following Wednesday's suspension. Elf Aquitaine of France is offering Pta240 a share for a further 13.5 per cent of Cepsa, which would

raise its stake to 34 per cent.

FRANKFURT heard Mr Jürgen Möller, the German Economics Minister, warn of the dangers of a price-wage spiral. However, there were slightly more signs of life as the DAX index closed 3.13 higher at 1,631.32, after a 1.05 fall to 674.55 in the FAZ at mid-session, and volume rose from DM3.5bn to DM4.2bn.

The momentum was not all positive. Siemens and its Nixdorf (SND) offshoot dropped, DM7.20 to DM654.80, and DM9.80 to DM230 respectively.

AMSTERDAM closed slightly higher, encouraged by a higher opening on Wall Street. The CBS tendency index gained 0.1 to 92.2. Elsevier, the publisher, rose F1.80 to F1.87 on a forecast demand, but Royal Dutch fell F1 to F1.50 in spite of announcing a rise in its first half 1991 dividend.

Banking and insurance share fell, with Credito Italiano down 2.7 per cent or L7.0 at L2,555 and Banca Commerciale Italiana off L35 at L4,693.

The cement sector saw a late recovery. Cementir, which is due to be privatised in full, closed down L2 at L2,555 but then rose to L2,705 after hours.

OSLO was supported by the shipping sector. The all-share index rose 2.89 to 112.85 in turnover of Nkr250m.

Norsk Data A shares added Nkr0.5 to Nkr9.5. The computer company reported a first-half loss and 500 job cuts.

VIENNA fell for the third consecutive day in quiet trading. The ATX index lost 12.62 or 1.1 per cent to 1,112.45.

put growth would slow to 1 per cent next year, and that the order backlog would decline.

MILAN weakened further as investors abandoned their monthly options ahead of next week's close of the September trading account. There were fears that this month's settlement could be late as a result of the delay in August settlement.

The Comit index fell 1.21 to 540.91 in turnover estimated at 10.6m at Wednesday's L50bn.

Banking and insurance share fell, with Credito Italiano down 2.7 per cent or L7.0 at L2,555 and Banca Commerciale Italiana off L35 at L4,693.

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FT-ACTUARIES WORLD INDICES

Jointly compiled by The Financial Times Limited, Goldman, Sachs & Co., and County NatWest/Wood Mackenzie in conjunction with the Institute of Actuaries and the Faculty of Actuaries

NATIONAL AND REGIONAL MARKETS	WEDNESDAY SEPTEMBER 11 1991						TUESDAY SEPTEMBER 10 1991						DOLLAR INDEX						
	US Dollars	Day's Change	Pound	Yen	DM	Local Currency Index	Local % day	Local % day	US Dollars	Pound	Yen	DM	Local Currency Index	1991 High	1991 Low	Year ago (approx)			
Australia (59)	149.76	+0.6	121.07	127.72	126.57	+0.3	148.92	127.62	126.88	131.20	125.60	151.58	112.74	146.59					
Austria (20)	165.01	-1.4	158.11	156.92	162.35	-1.3	174	166.60	159.91	159.00	164.38	164.62	222.37	154.82	221.69				
Belgium (37)	150.37	-0.2	172.02	171.17	170.52	-0.4	152.57	170.25	171.98	171.34	175.11	172.19	151.20	178.04	140.19				
Canada (14)	154.22	-0.1	170.70	170.54	170.25	-0.1	156	170.56	170.54	170.50	170.25	170.45	172.05	172.05	172.05				
Denmark (16)	254.44	-0.1	218.62	216.97	224.49	-0.2	156	254.56	218.24	217.07	224.35	226.67	270.58	217.74	227.24				
Finland (16)	55.41	-1.9	81.98	81.37	84.18	-1.8	2.91	97.30	83.38	82.91	85.72	84.30	125.15	88.53	117.85				
France (109)	139.43	-0.1	119.80	118.88	120.00	+0.1	3.32	139.60	118.94	118.98	122.97	126.13	152.26	119.11	136.82				
Germany (65)	110.19	+0.2	94.68	93.97	97.21	+0.3	2.31	110.00	94.27	93.74	96.81	96.91	125.35	94.15	120.34				
Hong Kong (55)	165.31	+0.1	142.04	140.95	143.85	+0.1	4.28	165.11	141.50	140.69	145.46	146.22	169.98	119.62	127.20				
Ireland (1)	150.37	-0.2	172.02	171.17	170.52	-0.4	152.57	170.25	171.98	171.34	175.11	172.19	152.45	178.04	144.69				
Italy (7)	171.81	-0.8	161.70	161.22	163.36	-0.7	0.7	171.34	161.70	161.67	163.76	164.55	172.05	161.70	164.55				
Japan (474)	127.33	+0.0	109.83	109.00	112.79	+0.0	0.1	127.84	109.56	109.93	124.07	120.97	148.07	112.33	122.28				
Malaysia (69)	204.48	-0.8	175.70	174.36	180.40	-0.7	2.28	206.21	176.72	175.71	181.66	182.78	127.78	182.18	218.57				
Mexico (16)	119.99	-1.1	1030.63	1022.84	1058.27	-0.9	-1.1	1.33	121.08	1039.60	1033.66	1068.43	1043.29	122.63	134.45	516.45			
Netherlands (31)	141.20	-0.3	121.32	120.40	124.58</td														

RECRUITMENT

JOBS: Refreshingly unfashionable slant on what it takes to rise to the executive heights

HAVE you heard of the two men who first met as trainee naval officers? Before leaving college for their careers in the service, they made a solemn pact that whenever either heard the other's name raised in conversation, he'd butt in with: "Did I hear you mention So-and-so? He's a marvellous chap, absolutely first-class."

Both ended up as Admirals.

I owe that career-parable to serendipity. There I was at a bus stop, beside which was a junk shop, outside which was a tray of books all priced at 50p. The only one still in its paper cover was called *The Boss*, and I bought it on impulse as the bus approached.

Several days passed before I began reading and discovered my luck. For instance, one of the two authors turned out to be Britain's foremost student of what managers do in reality – as distinct from what egghead theory ordains they should do – Rosemary Stewart, now of Templeton College, Oxford.

The second author is one of the doyens of British journalism, Roy Lewis, who tells me he got the naval story from his late brother, an RN captain.

Another happy surprise was that, although the book was published a third of a century ago,

in 1958, its observations seem remarkably up-to-date. Apart from currency pay and tax figures, its only jarringly sign of age is failure to admit that managers can be female, referring to them throughout as "business men".

But it compensated by being unfashionably frank about what's needed to get on in management, especially in big outfits. Indeed it is so frank that were I writing for anyone less life-hardened than *Jobs* column readers, I wouldn't have the heart to pass the message on.

The tale I began with is but one of many warnings that the qualities recruiters babbled about – technical merit, devotion to the actual work, integrity and the like – are no guarantee of high promotion. More probably, they are a handicap.

For the authors stress that the managers discussed by economists and the like are mere theoretical dreams. Real-world management "is not a purely competitive game in which business men only benefit on top by making larger profits or smaller losses than other business men. It is a system of power, a hierarchy of positions" in which

top executives' ambitions may well clash with the best interests of the companies they run.

The typical boss's prime motive is a mission "to mould other men into a pattern of his own", we're told.

"In fact, one of the major outlets for business ability is not building a business but capturing command of a business which has already been built, and which, by its size and momentum and its firm grip on its own specialities, may be virtually indestructible in one autocratic lifetime."

What is more, medical evidence suggests that "among those in senior positions in an organization, the tendency to hold on to power as such is apt to increase as real capacity diminishes."

Meanwhile, "it is almost always to their advantage to keep their mouths shut" about how the power was won. One reason is that there will typically have been times when the executive has had to "repeat to himself Cromwell's words 'regrettable necessity' as he sacrifices friends, betrays confidences, turns the screws with threats, unmasks unexpected

batteries of blackmail, enters into pacts with enemies, even men he despises and regards as wholly disastrous to the company."

Which is surely enough to convey the book's broad view of how people get on in management.

The trouble is that, not being a top executive myself, I can't say whether the analysis is right. But at least it makes a refreshing change from the standard careers and recruitment literature.

NOW to the table alongside which is drawn from Day Associates' latest quarterly survey of pay and perks in nearly 80 banks in the City of London. Anyone wanting the full report, which covers 204 jobs, should contact Joe Clark at Suite 2.31, 75 Whitechapel Rd, London E1 1DU, tel 071-375 1397, fax 071-375 1722. The price to concerns taking part in the study is £110, and to non-participants £175, in each case plus VAT.

My table is limited to 15 fairly senior jobs. First come base salaries the lower quartile referring to the person a quarter way up from the foot of a ranking of all in the

same type of work, the median to the person mid-way, and the upper quartile the one a quarter way down from the top. Next we have the average salary followed by the percentage of it typically received as an additional bonus. Then come the percentage of the job-holders

whose perks include a company car, and its average price.

Mr Clark says that, while "snapshot" figures for specific jobs fail to show it, pay levels in City banking are coming down in the sense that overall increases are running at a rate lower than inflation.

Michael Dixon

Real-life management 'a system of power'

That does not mean real-value cuts are being made in the base salaries of staff who have survived the recession, although reduced bonuses have left a fair number worse off as a whole. What is happening is that, when essential jobs are left vacant by departures or promotions, the replacements are being brought in at lower pay – the Parable of the Vineyard.

SALARIES, BONUSES AND COMPANY CARS IN CITY OF LONDON FINANCE SECTOR

Position	Lower quartile	Median salary	Upper quartile	Average salary	Avg. bonus %	Car %	Avg. price of car £
Capital markets head	96,000	122,701	185,000	120,150	48.7	100	21,750
Bond sales head	100,000	105,800	127,950	117,400	32.8	100	17,125
Corporate finance head	95,000	115,000	120,750	106,150	21.2	100	20,080
Eurobond trading head	80,000	100,000	105,750	100,625	14.3	100	19,150
Equity trading head	75,000	91,500	135,000	92,517	17.1	100	18,600
Head of research	70,000	88,900	120,000	90,003	12.3	100	17,750
Cpt mkt swaps head	69,550	88,775	100,000	87,326	51.7	100	17,900
Fund management director	82,500	82,360	105,700	84,912	19.5	100	19,500
Financial director	66,000	72,613	82,250	72,588	10.4	100	21,500
Chief fx dealer	64,750	71,000	80,210	72,313	41.2	95	18,881
Legal services head	48,000	62,040	76,540	67,026	10.7	100	17,875
Personnel director	57,750	63,500	80,000	61,752	14.3	100	19,250
D-P director	50,125	57,750	65,000	58,386	9.5	100	19,375
Chief sterling dealer	42,501	47,613	55,250	48,752	17.7	95	16,927
Credit manager	37,000	39,500	44,000	41,957	6.2	95	15,285

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On behalf of a major international bank we wish to appoint a high calibre bond options market maker/trader to cover the major European currencies (Bunds, Oats, Gilts, etc.) The successful candidate, aged 25-30 years should have a strong academic background together with at least two years relevant work experience.

Please contact Timothy Sheffield on
071-623 1266

Jonathan Wren & Co. Limited, Financial Recruitment Consultants
No. 1 New Street, London EC2M 4TF Tel. 071-623 1266 Fax. 071-626 5259

JONATHAN WREN

**SENIOR PRIVATE BANKER
to £60,000**

This requirement represents a major career opportunity with a leading name both in domestic and overseas HNW business. The successful applicant will have a substantive track record in discretionary portfolio management and be experienced in dealing with advisory clients. Good marketing/business development skills essential and a European language desirable. Applicants are also sought for other private banking appointments within salary range £30-60,000.

Please contact Norma Given on 071-623 1266.

Jonathan Wren & Co. Limited, Financial Recruitment Consultants
No. 1 New Street, London EC2M 4TF Tel. 071-623 1266 Fax. 071-626 5259

JONATHAN WREN

Banking Operations

London

Our client, the London branch of an established and well respected European Bank, is actively developing the range and sophistication of treasury activities. Expansion arises both from new business and an increase in funds placed by the Group through its London treasury operations. To ensure a fully professional response to growth in activity, a new position is being introduced, reporting directly to the General Manager.

The Senior Operations and Administration Manager will be a key member of the London management team, with responsibility for all back office functions, systems and administration, and will play a full role in the future development of the business. The candidate we seek must have an excellent track record in back office



Michael Page Finance

Specialists in financial recruitment
London Bristol Windsor St Albans Leatherhead Birmingham
Nottingham Manchester Leeds Glasgow & Worldwide

£50,000 Package

operations and relevant management experience in all these areas together with a good understanding of capital markets, treasury and money market transactions.

This is a participative, demanding role and requires the ability to motivate and develop staff. Strong interpersonal skills, maturity and a long term commitment are essential to this appointment. A working knowledge of French is also desirable.

Interested applicants should send a full Curriculum Vitae quoting reference 902 to Diane Forrester ACA, Executive Selection Division, Michael Page Finance,

Page House,
39-41 Parker Street,
London WC2B 5LH.

CJA

RECRUITMENT CONSULTANTS GROUP

3 London Wall Buildings, London Wall, London EC2M 5PJ
Tel: 071-588 3588 or 071-588 3576
Telex No. 887374 Fax No. 071-256 5501

**REINSURANCE BROKER
CREDIT AND GUARANTEE**

£28,000-£42,000

LEADING FIRM OF INTERNATIONAL REINSURANCE BROKERS

We invite applications from candidates aged 25-35 with at least 3 years' successful practical reinsurance experience with a good understanding of treaty reinsurance. A knowledge of credit/bonding/mortgage insurance will be an advantage but not essential as training will be provided where necessary. The successful candidate will be responsible for placing the reinsurance business mainly in Continental Europe, the London market and Lloyd's, as well as assisting as part of a team in the production of new business, construction of reinsurance programmes and liaising closely with the firm's overseas offices. Up to 15% away travel is likely. The ability to maintain priorities and to negotiate patiently but effectively is important. Initial salary negotiable £28,000-£42,000 + bonus + car, contributory pension, free life assurance, free family health cover. Applications in strict confidence under reference RBCG4808/FT, to the Managing Director: CJA.

CAMPBELL-JOHNSTON ASSOCIATES (MANAGEMENT RECRUITMENT CONSULTANTS) LIMITED, 3 LONDON WALL BUILDINGS, LONDON WALL, LONDON EC2M 5PJ. TELEPHONE: 071-588 3588 or 071-588 3576. TELEX: 887374. FAX: 071-256 8501.

BUSINESS STRATEGY • EDINBURGH

£20k - £35k PLUS CAR PLUS BANK BENEFITS

Our client is a major U.K. Banking and Financial services group with an established reputation and ambitious future plans.

The corporate development function now needs to expand its operations by appointing 4 consultants and 1 senior consultant. The successful candidates will play a vital role in the overall development of all the group's activities. These influential positions offer excellent prospects for future career development within this progressive organisation.

Applicants will be Graduates or MBAs ideally with practical business experience and 3 or more years' involvement in areas such as corporate planning, business analysis and strategic costing, preferably within a consulting or financial services company.

Interested parties should, in the first instance, submit CVs to:

Chris Devonshire-Ellis, FRS,
1 - 3 St. Colme Street, Edinburgh EH3 6AA.
Telephone: 031 220 8225. Fax 031 225 4108.



FINANCIAL RECRUITMENT SERVICES

Applications will be treated in the utmost confidence.

Senior Investment Advisor

Private Banking**Attractive salary + excellent benefits, in premier international bank**

The London-based Private Banking Division of the Union Bank of Switzerland is engaged in a challenging expansion programme, designed to capitalise on the City's premier position in financial markets and on the UBS Group's strong position in that market place. In Private Banking, we offer investment advice and discretionary management on a global basis, to high net worth clients who are attracted by our Triple 'A' rating and our investment skills.

We are looking for an additional Senior Advisor to take responsibility for our existing client base in the Americas and in Southern Europe. The position calls for a high level of professional, inter-personal and social skills. Candidates should be investment professionals of the highest calibre, fluent in Spanish and Italian as well as English, and able to demonstrate five years' relevant experience. They will be expected to contribute to the formulation of investment ideas, in addition to their principal function of developing and improving client relationships.

Please send full career details to
Sally Mew, Personnel Manager
Union Bank of Switzerland
100 Liverpool Street
London EC2M 2RH

**DIRECTORATE OF PUBLIC SERVICE MANAGEMENT****VACANCY CIRCULAR NO. 30 OF 1991****VACANCY: PRINCIPAL ROAD SAFETY OFFICER**

Directorate of Public Service Management invites applications for the above post in the Civil Service of Botswana - Ministry of Works, Transport and Communications.

JOB SUMMARY:

Coordinates Road Safety activities to ensure an efficient administration of the National Road safety Programme.

SALARY: D3 - P34580 - P38292 per annum

ALLOWANCES:

Car allowance at the rate of 15% of the basic salary.

Contract addition - 12% of the basic salary.

Optional Contributory Medical Aid Scheme - 25% of gratuity paid at the end of the contract (Government pays 30% and employee 50%).

LEAVE: 30 working days per annum

QUALIFICATIONS:

Degree in Traffic Engineering plus eight years post graduate experience three of which must be either in managerial or planning post. International course or Traffic Safety Management would be an advantage.

OR

Degree in Education plus eight years post graduate experience three of which must be either in managerial or planning post. International course or Traffic Safety Management would be an advantage.

APPLICATIONS:

Interested persons should submit their Curriculum Vitae to:

BOTSWANA HIGH COMMISSION
6 STARTFORD PLACE
LONDON W1N 9AE
UNITED KINGDOM

CLOSING DATE: 4 OCTOBER 1991

DIRECTORATE OF PUBLIC SERVICE MANAGEMENT**VACANCY CIRCULAR NO. 34 1991****VACANCIES: QUANTITY SURVEYORS (2 POSTS)**

The Directorate of Public Service Management invites applications for the above post in the Civil Service of the Republic of Botswana - Ministry of Works, Transport and Communications.

JOB SUMMARY:

Undertakes a range of duties related to the measurements preparation of contract documents and financial control of Building projects.

SALARY: C2 - P20220 - P24336 per annum

ALLOWANCE: Contract addition at the rate of 20% the basic salary.

Optional contributory Medical Aid Scheme (Government pays 50% and employee 50%)

Gratuity payable at end of the contract at the rate of 25% of the aggregate salary.

QUALIFICATIONS: Degree in Quantity Surveying plus two years post qualification experience and cooperative membership of Professional Body.

APPLICATIONS: Interested persons should submit their Curriculum Vitae to:

BOTSWANA HIGH COMMISSION - LONDON
6 STARTFORD PLACE
LONDON W1N 9AE

CLOSING DATE: 4th October 1991

REPUBLIC OF BOTSWANA DIRECTORATE OF PUBLIC SERVICES MANAGEMENT**VACANCY CIRCULAR NO. 31 OF 1991**

REF: L47891 DATE: 12th June, 1991

VACANCIES: STRUCTURAL ENGINEER (2 POSTS)

Directorate of Public Service Management invites applications for the above post in the Civil Service of the Republic of Botswana - Ministry of Works, Transport and Communications.

JOB SUMMARY:

Provides professional advice, guidance and supervision on all matters related to design and construction of Civil/Structural Engineering Works and all Government Building Projects.

SALARY: C2 - P20,220 - P24,336 per annum

ALLOWANCE: Contract addition at the rate of 20% the basic

- Optional contributory Medical Aid Scheme (Government pays 50% and employee 50%)

- 25% gratuity payable at the end of the contract.

LEAVE: 30 working days per annum.

QUALIFICATIONS: Bachelor degree in Civil/Structural Engineering plus eight years post qualification experience and masters degree and/or membership of any recognised professional institution.

APPLICATIONS: Interested persons should submit their Curriculum Vitae to:

BOTSWANA HIGH COMMISSION - LONDON
6 STARTFORD PLACE
LONDON W1N 9AE

CLOSING DATE: 4th October 1991

REPUBLIC OF BOTSWANA DIRECTORATE OF PUBLIC SERVICE MANAGEMENT**VACANCY CIRCULAR NO. 34 1991**

REF: L1900/8 DATE: 12th June, 1991

VACANCY: SENIOR QUANTITY SURVEYOR

Directorate of Public Service Management invites applications from suitably qualified persons for the above post in the Civil Service of the Republic of Botswana - Ministry of Works, Transport and Communications.

JOB SUMMARY:

Undertakes a range of duties related to the measurements preparation of contract documents and financial control of Building projects.

SALARY: D4 - P30552 - P33168 per annum.

ALLOWANCE: Car allowance at the rate of 15% of the basic salary.

Optional contributory Medical Aid Scheme (Government pays 50% and employee 50%)

Contract addition at the rate of 20% the basic salary.

QUALIFICATIONS: Degree in Quantity Surveying plus eight years post qualification and membership of a recognized professional institution and/or Masters degree/Diploma.

APPLICATIONS: Interested persons should submit their Curriculum Vitae to:

BOTSWANA HIGH COMMISSION - LONDON
6 STARTFORD PLACE
LONDON W1N 9AE

CLOSING DATE: 4th October 1991

Jeffrey J. T. J.

ASSISTANT FUND MANAGER

Swiss Bank Corporation is a AAA rated international bank providing fully integrated investment and commercial banking services to clients through its global network.

Our Private Clients division, based in London SW1, enjoys a high reputation for the quality of its services and has achieved significant success both in the UK and overseas. Continued growth has created the need for an additional professional within the investment management group.

You will be a graduate with at least two years' experience in private clients investment management or a related area such as institutional fund management. A comprehensive understanding of both the international fixed income and equity markets is essential, together with computer

literacy and good analytical skills. This position offers excellent scope for career advancement within one of Europe's most prestigious financial institutions. An attractive salary will be offered augmented by a full range of banking benefits.

Please write with full personal and career details to:

Steven G Ward,
Human Resources Department,
Swiss Bank Corporation,
Swiss Bank House,
1 High Timber Street,
London EC4V 3SB.

Swiss Bank Corporation
Schweizerischer Bankverein
Société de Banque Suisse

Leopold Joseph



CORPORATE FINANCE EXECUTIVE

Leopold Joseph & Sons Limited has a growing Corporate Finance business and wishes to recruit an executive to join its team. Aged 30 something, the executive will have a strong personality and high energy levels together with first class qualifications, skill and experience. He or she will have an excellent track record as a corporate finance professional. The ability to manage transactions and produce new business will be essential.

Remuneration is negotiable, and will have a performance related element. Please write, enclosing a full CV to:

Charles Cary-Elwes,
Head of Corporate Finance
Leopold Joseph & Sons Limited
29 Gresham Street
LONDON EC2V 7EA.

Member of IMRO

PROJECT FINANCE

Senior Specialist

Excellent Package

County NatWest, the investment banking arm of National Westminster Bank, is looking to expand its capability in Project Finance advisory assignments. The bank, therefore, wishes to recruit a senior specialist to join a small but growing team that complements and works closely with the well established Project Finance unit in the parent bank.

The ideal candidate will be in his or her 30's and will have at least five years' experience as either a lender or adviser in the financing of international non-recourse projects. This specialist will have a strong technical and analytical background and will have played a key role in several completed transactions. Since the successful candidate is also expected to be the principal point of contact with a number of existing or potential clients, proven diplomatic, marketing and presentation skills are just as essential.

Applicants should respond to Ian Carlton,
Director, Personnel, County NatWest Limited,
135 Bishopsgate, London EC2M 3UR.

COUNTY NATWEST

& The NatWest Investment Bank Group

"TREASURY" SALES DESK

Wholesale Funding

Do you have the proven track record and steady, constructive persistence to join the sales team of the wholesale banking arm of a group with outstanding results, an excellent credit rating, long term stability and international scope?

The desk's primary function is to sell the Bank's funding requirement, mainly in Sterling, US dollars and ECU's. It will extend the highly active and forward looking marketing and selling operations of the existing team and will focus the selling of defined instruments into a full time specialist activity.

Reporting to the Head of Treasury Marketing & Sales, the successful candidate will work closely with the Marketing Officers who concentrate on building bank relationships, targeting high quality depositors and effective product design.

Candidates must have directly applicable sales experience gained in a reputable bank covering domestic and international markets. A knowledge of non-banking institutions, fund managers and corporate treasury leaders is an advantage and degree level qualifications are expected. Success will be judged on the quality and timeliness of deposits gathered and the strength of relationships established.

Salary is in a range from £24,000 plus other banking benefits. Please forward a full curriculum vitae in complete confidence to Peter Willingham quoting reference number 235.

KIDSONS • IMPEY

Strategic planning

Barclays de Zoete Wedd is a leading international investment banking group operating as a global intermediary and adviser between major issuers and investors in the markets for capital and corporate control.

The position

This is a key role reporting to the Head of Strategic Planning. A small team is being formed to work closely with senior management in formulating group policies and strategies to achieve its and its clients' long-term interests.

The candidate

- five years experience in a strategic planning, corporate development or strategy consulting role, and/or
- related experience in investment banking/financial markets
- strong intellectual, analytical and presentational skills

Remuneration

Will be commensurate with this important appointment.

Applicants should write enclosing a full cv to:

Sandra Curtis, Head of Recruitment,
Personnel Division, Barclays de Zoete Wedd,
Ebbgate House, 2 Swan Lane,
London EC4R 3TS

EUROMONEY

CONFERENCE MANAGER

Euromoney, the world's leading financial information company, is seeking to recruit a Conference Manager for its growing international conference division.

This is primarily a Sales position for a competent marketer who will be required to research, develop and sell international marketing services to senior personnel in financial institutions.

Applications are invited from graduates aged 25-35 with an extensive knowledge of the international financial markets, a sales background and a language ability. An attractive remuneration package will be offered to the successful candidate.

Please write to:
Diane Chaplin
Director of Administration & Personnel
Euromoney Publications Plc
Nease House, Playhouse Yard, London EC4V 5EX



OUR CLIENTS ARE SUCCESSFUL,
DISCRETE AND POWERFUL.
COULD YOU TALK TO THEM AS
AN EQUAL?

Join Hill Samuel Financial Services in St James as an Advisor, and straight away you have the key to success. We provide a level of training, administrative support and marketing back up which is second to none.

With prestigious, modern offices in the heart of St James, we are the Group's premier division, boasting one of the most respected teams in the industry. Whatever your background, if you have the energy, commercial acumen and determination to achieve results we'll give you the chance to build your own client list and start earning what you are actually worth.

If you have a burning desire to succeed talk to the experts.

Call Mike Cowan, Divisional Manager,
Hill Samuel Financial Services,
29 Queen Anne's Gate, London
SW1H 9BU. Tel: 071 222 4538

COMMERCIAL BANK SAUDI ARABIA

BRANCH INSPECTOR

A Saudi Arabian Commercial Bank seeks to appoint a Senior Branch Inspector to be based at its Saudi headquarters. Extensive travel throughout the Kingdom will be required. Experience of a broad range of international banking activities is necessary.

To qualify for this challenging opportunity, you must have a professional qualification and at least 10 years relevant experience.

BRANCH BANKERS

This Commercial Bank also seeks applications from candidates aged 26 to 38 years with broad experience of branch banking, including lending, foreign exchange and trade finance at a branch level.

The successful applicants will be posted to the Bank's major branches in the Saudi Arabia and will be required to handle both expatriate clients of those branches and the more challenging domestic business in conjunction with existing local management.

REMUNERATION

The remuneration for both the above posts will be generous, based upon the normal expatriate package associated with a 2 year renewable contract, including relocation expenses, staff housing and tickets for regular home leave.

Please send your C.V. in the first instance to P.O. Box A1635, Financial Times, One Southwark Bridge, London SE1 9HL. In complete confidence.

Futures
£30-£60,000 Plus Benefits
Desk Manager
The Financial Futures Broking Desk, within a major International Securities House has a requirement for a high calibre Manager. The successful candidate, aged 25-30, will be required to manage a desk and must have a minimum of five years' experience of buying and selling Financial Futures in an Institutional client base. Good technical knowledge of London, Paris and Chicago Fixed Income contracts is essential, as is previous man-management experience. Candidates of graduate calibre should be capable of effectively handling the existing client base and making a contribution to new business development.

Financial Futures Trader - Madrid £40,000 Plus Profit Share
On behalf of a Spanish Merchant Bank we are seeking a young Futures Trader, aged 25-30, with a proven track record to join the Madrid Head Office. Candidates should be highly disciplined technical traders with a sound knowledge of the markets and a desire to work in a dynamic environment. Good communication skills and also be able to educate and advise the Bank's Corporate clients on the use and applications of Futures and Options for trading and hedging purposes. For this reason fluency in Spanish is preferable but not absolutely essential.

Financial Futures Desk Broker £40,000 Banking Bens + Car
A major International Bank with an active presence on LIFFE wishes to recruit an additional broker for its Sales/Broking Desk. The Bank is active in a range of derivative products and seeks a Broker with good technical knowledge of London, Paris and Chicago Fixed Income contracts as well as previous man-management experience. Candidates of graduate calibre should be capable of effectively handling the existing client base and making a contribution to new business development.

Junior Desk Broker £20,000 + Banking Benefits
Our client, a well established and respected European institution, requires a highly motivated individual to join their newly created Order Desk. The successful candidate must be of graduate calibre with approximately twelve months' experience in broking Financial Futures and fluent in French and/or German.

EXCHANGE appointments For further information please contact Irish Collins or Barbara Mackney on 071-929 2383.
Fourth Floor, No. 1 Royal Exchange Avenue, London EC3V 3LT.

SENIOR CREDIT ANALYST

Hessische Landesbank -Girozentrale- is one of the major German banks. The London Branch is well established and has been growing steadily over the years. The Branch wishes to recruit a highly qualified professional to augment the Credit Group.

The successful candidate should have excellent credit skills and at least four years broad experience. Good writing and presentation skills, experience with PC's and loan documentation are an advantage.

He/She will be able to use own initiative and also work effectively in a team. Knowledge of German is desirable.

Remuneration will be commensurate with the level of experience. Applications with full details of career history to date should be forwarded to:

The Personnel Officer
Hessische Landesbank - Girozentrale -
London Branch
8 Moorgate
London EC2R 6DD

All applications will be treated in strictest confidence.

Helaba Frankfurt
Hessische Landesbank - Girozentrale -
London Branch

FINANCIAL ANALYST

Sought by small, London based financial boutique. Position would suit part or newly qualified accountant with strong communications skills.

Send CV to PO Box A1633,
Financial Times,
One Southwark Bridge,
London SE1 9HL.

INTERNATIONAL M & A

Expanding international M&A advisory firm with offices in ten countries globally is seeking an entrepreneurial M&A professional with 3-5 years transaction experience to join its London office. Firm is a leader in middle-market, cross-border M&A.

Please send resume in confidence to us to obtain further information:
Box A1634, Financial Times,
One Southwark Bridge, London SE1 9HL

ASSISTANT COMPANY SECRETARY

Starting c. £28K + car + benefits

Our client is part of a multinational group specialising in the arranging of funding systems for high technology equipment. Widely recognised as leaders within their marketplace, they have undergone expansion and anticipate considerable future development both in the UK and abroad.

They require an Assistant Company Secretary with the experience and commercial awareness to enable them to take responsibility for a major part of the secretarial requirements of the Group companies, control of company insurances and the management of all building services for their offices.

The ideal candidate will hold a recognised qualification from the Institute of Chartered Secretaries and Administrators, be aged 28-35 years, with a minimum of two years professional experience preferably within leasing or banking.

To achieve the desired level of performance you must be an effective communicator and have excellent organisational and management skills. This new and challenging role presents an opportunity for someone with potential for future development.

If you wish to apply, please write giving full details to David Huddy, (Ref. DH/223), Resource Maximisation Southern Limited, Executive Search and Selection, 16 Prebendal Court, Oxford Road, Aylesbury, Bucks, HP19 3EY. Tel: 0296 393313, Fax: 0296 395504.

resource maximisation southern



Banking and Capital Markets

Barings wishes to recruit an executive with 2 or 3 years relevant experience for its Banking and Capital Markets department in London.

Candidates should be energetic, imaginative and able to communicate well. They will be aged 23-26, university graduates and possess a high degree of numeracy.

Salary will be negotiable according to experience and the package includes a performance related bonus and other benefits, including mortgage subsidy, commensurate with a leading merchant bank.

Applicants should write, enclosing a curriculum vitae and details of current remuneration package, to:

Sheila Milbank, Personnel Manager,
Baring Brothers & Co., Limited,
8 Bishopsgate, London EC2N 4AE.

INVESTMENT BANKER

Bank of Wales, a wholly owned subsidiary of Bank of Scotland, requires an experienced Investment Banker to work in the Bank's expanding Corporate Finance Division, based in the centre of Cardiff.

Reporting to an Executive Director, the successful candidate will be responsible for all aspects of placing equity investments in private unquoted companies. The role will also include responsibility for monitoring and controlling the Bank's investment portfolio, for helping to develop and market the Bank's mezzanine and junior debt facilities, assisting with the marketing and management of the Division's syndicated loans business, as well as providing some managerial support at operational level.

Applicants, ideally in their thirties, will possess good financial and analytical skills; a working legal knowledge; the ability to use a computer spreadsheet; and good interpersonal skills.

Knowledge of the local business environment would be useful, but is not essential. The successful applicant will probably have a degree, or equivalent qualification, and be able to demonstrate a successful track record as a "self starter".

In return we offer an excellent salary and benefits package including profit sharing, car and preferential mortgage.

To apply, please write for an application form, enclosing a large self-addressed envelope to: Group Personnel Manager, Bank of Wales PLC, Kingsway, Cardiff CF1 4YB.

BANK OF WALES
BANC CYMRU

APPOINTMENTS WANTED

"Communications opportunities in changing markets require special skills"

- You require a London-based PR professional to spearhead your drive for a high market profile and to organise your corporate communications strategy.
- I require a challenging role to which I bring ten years of Blue Chip experience, a flair for logistics and a sound judgement of markets and opportunities.
- Write today for my CV:
Box A1592
The Financial Times
Number One Southwark Bridge
London SE1 9HL

Thames Valley

CROSSBORDER LEASING

Frankfurt

An established, respected, bank-backed leasing operation seeks to recruit an asset finance professional with an impressive record of success in both the German domestic and crossborder markets. Applicants, aged 28 to 35, will exhibit technical creativity, combined with strong negotiating skills and a knowledge of other tax related financial products. Working within a small team, the appointee will originate, structure and close transactions, sourcing equity and debt participants where appropriate. Fluent English and German are essential. The position offers a competitive basic salary, an attractive performance related bonus scheme and full banking benefits.

Please contact Peter Haynes

Jonathan Wren & Co. Ltd.,
Financial Recruitment Consultants,
No. 1 New Street, London EC2M 4TP
Tel No. 071-626 1266 Fax No. 071-626 5258

JONATHAN WREN LEASING

THE UNIVERSITY OF AUCKLAND New Zealand SENIOR LECTURESHIP/LECTURESHIP IN PROPERTY INVESTMENT Department of Property School of Architecture, Property & Planning (Vacancy UAC/85)

Applications are invited from suitably qualified and experienced candidates for appointment as Lecturer/Senior Lecturer in Property Investment. The Department of Property has an establishment of six full-time and nine part-time staff. It is concerned with all aspects of urban property management and is looking to strengthen its teaching and research in the area of property investment at both the national and international level.

Applicants should have relevant qualifications and experience in both teaching and research. They should have a good understanding of finance, investment and statistics and should have an interest in developing the application of modern investment theory to property. Applicants should hold a PhD or be able to work towards a PhD degree.

The successful candidate will be expected to collaborate in developing undergraduate and post-graduate programmes in property management. Special studies will involve the integration of commercial applications to property investment and finance and to engage in and stimulate research.

Commencing salary will be established within the range: Senior Lecturer NZ\$52,000-NZ\$60,544 p.a.; Lecturer NZ\$37,440-NZ\$49,088 p.a.

Conditions of Appointment and Method of Applications are available from: Appointments (345), Association of Commonwealth Universities, 26 Gordon Square, London WC1H 0PF; or from the Assistant Registrar (Academic Appointments), University of Auckland, Private Bag, Auckland, New Zealand, to whom applications should be forwarded by 20 November 1991.

Please quote vacancy number UAC/85 in all correspondence
The University of Auckland
An Equal Employment Opportunity Employer

Business Analyst

Exploration

RTZ, the British-based international natural resources group, has an attractive opportunity for a business analyst to work within the exploration function at its corporate headquarters.

The position involves a broad range of activities including the drafting of the annual exploration plan and quarterly reports for the Chief Executive's Committee; internal papers on exploration strategy; external speeches and presentations; and the analysis of exploration projects. Due to the small size of the central exploration function the job-holder works closely with the Head of Exploration and most other head office departments, e.g. technical, financial, commercial and legal.

Applicants should be in their mid-twenties, have a good degree, at least two years' work experience, and preferably a technical background. The successful candidate will be able to think creatively, analyse objectively and communicate effectively. A high degree of literacy and numeracy, plus familiarity with spreadsheets and word processing software, is essential. A working knowledge of accounting and project analysis techniques would be useful.

RTZ LIMITED

RTZ GROUP

Please send a curriculum vitae and details of current salary to: Ann Bassett, Staff Manager, RTZ Limited, 6 St James's Square, London SW1Y 4LD or telephone 071 753 2289 (direct line) for further information.

THE HOUSE OF COMMONS REQUIRES TWO SELECT COMMITTEE SPECIALIST ASSISTANTS

The Treasury and Civil Service Committee requires two Specialist Assistants to cover economic questions. The Committee regularly examines Government economic policy, public expenditure and international monetary arrangements and candidates should be well versed in at least one of these fields. The duties will include giving specialist assistance to the Clerk of the Committee and undertaking research into specific questions. Applications are invited from candidates with a good degree or an equivalent professional qualification in a relevant subject together with several years' relevant practical experience. An interest in public administration and experience in the use of a micro-computer would be an advantage.

The appointments will be for a period of between 2 and 4 years. Leave is generous staff pension scheme which is non-contributory in respect of personal benefits; sick pay scheme; interest-free loan for the purchase of a season ticket.

Salary in the range £14,630 p.a. - £21,902 p.a. depending on qualifications and experience. Staff who fulfil certain performance criteria have the opportunity to earn additional salary points.

For further details please contact:

Personnel Office
House of Commons
London SW1A 0AA

Tel (071) 219 5544 (24 hour answering service)
quoting ref 2A/85/FT

Closing date for receipt of applications: 25 September 1991.
Applications from Registered Disabled candidates will be welcomed.

The House of Commons is an Equal Opportunity Employer.

INVESTOR RELATIONS SALES EXECUTIVE

Technometrics seeks additional account executives to join its European team. Technometrics is internationally recognised as the leading data base company servicing the investment and banking industries. Candidates will have a record of success in sales in the financial and pension areas, as well as experience of equity markets. Fluency in German or French is required and the positions provide the opportunity of European travel. A high degree of self motivation is required as well as excellent communication skills to board level. Please send curriculum vitae to the Personnel Department at:

Technometrics Inc.
13 Knightsbridge Green, London SW1X 7OL

Currency Options

On behalf of a well regarded European Bank we currently seek a currency options dealer to compliment their existing desk. Ideal candidates aged 24-30 will possess a minimum of eighteen months experience managing a major currency option book together with a profitable trading record.

Spot EMS Dealer

to £60,000 An individual with strong currency options experience is currently sought by our client, a first class banking company. The appointee will have responsibility for developing currency options business with Japanese Banks and servicing their subsequent requirements. Ideal candidates will possess either a trading or sales type background and have gained familiarity with currency options or related instruments.

Swaps Trader

to £60,000 An individual with strong currency options experience is currently sought by our client, a first class banking company. The appointee will have responsibility for developing currency options business with Japanese Banks and servicing their subsequent requirements. Ideal candidates will possess either a trading or sales type background and have gained familiarity with currency options or related instruments.

Corporate Dealer

to £60,000 An individual with strong currency options experience is currently sought by our client, a first class banking company. The appointee will have responsibility for developing currency options business with Japanese Banks and servicing their subsequent requirements. Ideal candidates will possess either a trading or sales type background and have gained familiarity with currency options or related instruments.

Senior Spot Dealer

to £60,000 An individual with strong currency options experience is currently sought by our client, a first class banking company. The appointee will have responsibility for developing currency options business with Japanese Banks and servicing their subsequent requirements. Ideal candidates will possess either a trading or sales type background and have gained familiarity with currency options or related instruments.

Corporate Dealer

to £60,000 An individual with strong currency options experience is currently sought by our client, a first class banking company. The appointee will have responsibility for developing currency options business with Japanese Banks and servicing their subsequent requirements. Ideal candidates will possess either a trading or sales type background and have gained familiarity with currency options or related instruments.

Swaps Dealer

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Corporate Dealer

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ACCOUNTANCY COLUMN

Takeover bid advisers fear disclosure of fees

By Norma Cohen, Investments Correspondent

SHOULD shareholders have the right to know how much their company spent on their behalf to ward off a hostile takeover or to launch a bid for another company? And should that information be disclosed in regular company accounts or in filings before the takeover panel when the bid is launched?

The Bank of England has found itself in a controversy that has lined up many of the nation's biggest institutional shareholders on its side, and risked antagonising its natural constituents, the merchant banks.

The Bank has been circulating a paper to the Takeover Panel and to the accounting bodies suggesting that companies should make public the sums they pay their financial advisers in merger and acquisition activity.

At the heart of the Bank's thinking is the nagging concern that if shareholders knew what a company was paying for advice, it would affect perceptions of the wisdom of the bid. While all investment banks are obliged to give the best possible advice to clients, it might be argued that the thought of hefty advisory fees might lead them to support an uneconomic bid. Furthermore, the Bank believes, even if shareholders ignore the information, there is simply no justification for failing to inform them.

The Bank's actions were prompted by the £1.1bn acquisition of Globe Investment Trust last year by the National Coal Board's pension fund manager, CIN Management. In that bid, Globe apparently struck a deal with its main advisers, Baring Brothers, that ultimately required



David Tweedie: "Our first question is who wants the information?"

CIN to pay Baring about £4m once the acrimonious takeover was completed. Globe had structured the deal so that the fee was contingent not upon rejecting the bid but upon receiving a better offer from CIN.

CIN is said to have gone before the takeover panel and argued that the

terms of that arrangement should have been disclosed because it constituted a contingent liability – an argument which the panel rejected.

Separately, the Takeover Panel also considered, but rejected, a Bank of England paper urging that fees be disclosed routinely in takeovers. The

panel decided that the takeover code could only cover matters occurring during the takeover. For one thing, fees are often dependent on the outcome of a takeover and are not easily quantifiable until the deal is either completed or abandoned.

However, the proposals may get a better hearing at the Accounting Standards Board, where they are among many new disclosure requirements currently under consideration.

Professor David Tweedie, chairman of the ASB, said that in making any decision on the matter the ASB must first consider "materiality". "Our first question is who wants the information." In order to meet the criteria, the sums must not only be significant, but also make a difference to those using the information. The board must consider whether shareholders could have reached a different conclusion about the rationality of a bid knowing what a company paid its advisers. If the information is merely interesting, the matter could not be said to be material.

On the other hand, if the information was material while a bid was underway, what was the point of not disclosing it in interim or year-end accounts? By that time the fate of the bid may well have been decided and it would be too late for shareholders to consider the matter of fees.

For the investment banking industry the disclosure of fees is a highly sensitive matter. Mr David Smith,

managing director at SG Warburg and chairman of the corporate finance committee of the British Merchant Bankers' Association, said the group would probably not oppose the disclosure of aggregate fees in a takeover –

meaning a statement giving the lump sum paid to all advisers including accountants, lawyers, public relations consultants as well as investment banks.

But disclosing the terms of advisory fees in the middle of a hostile bid was quite another matter. "Disclosure of the fee basis could give an advantage to the other side in a hostile takeover," he argued. Merchant banks could point to the weak takeover disclosure requirements of their continental competitors to support this.

Investment bankers have little desire to see their fees splashed across the pages of the nation's financial press. They argue that the sums paid are insignificant relative to the size of bids and that shareholders already have too much information to digest during the course of a bid.

Corporations, meanwhile, have a different perspective. Mr Hugh Collum, finance director at SmithKline Beecham and chairman of the 100 Group of Finance Directors, notes that in the US, fees are always disclosed in the course of a bid. The merger of US-based SmithKline Beecham in 1987 did not suffer at all from disclosure of investment bankers fees. Disclosure considerations, he argues, could well apply to all fees in a merger. "When they have knock-on effects in the transaction, you could argue that they should be disclosed."

Meanwhile, Mr Collum noted that disclosure of US investment banking fees had neither inhibited merger activity there nor moderated the fee structure. Indeed, US advisory fees were often significantly above those in the UK.

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- provision of finance advice and support to operational management

— cash forecasting and asset management
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Candidates must be graduate calibre qualified accountants, aged up to 28, with a large company or large professional firm background. Personal qualities are more important than relevant experience and must include excellent interpersonal and communication skills, an agile mind and the ability to develop creative solutions to business problems.

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The ideal candidate will be a skilled manager with evident inter-personal skills. Other desired qualities include energy, commitment, computer literacy and an ability to achieve results. Age is not of prime importance.

Salary and benefits will be commensurate with experience and geared to attract the right candidate. Applicants should write giving full details of career history and salary requirements to:

Fraser & Russell (Ref: PJL), Chartered Accountants, Liverpool Victoria House, 91/99 New London Road, Chelmsford, Essex CM2 0PP

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Finance Director

Excellent growth both organically and by acquisition has been the hallmark of this progressive Midlands based financial services group. Ambitious plans are in hand to develop further its areas of operation and innovative approach.

A commercially minded Finance Director is now required to lead the finance function and will have to ensure that the business copes with the rapid change and development envisaged. You will be part of a small highly motivated executive team who work closely together taking the business forward. The major ingredient of the role will be the strong management of, and balance between, the profit and loss account and balance sheet.

You are likely to be a graduate, qualified accountant of between 35 and 45 with experience of operating

in a large financial services business within the banking sector itself. A track record involving the management of change is required and you will possess excellent commercial, participative and communication skills and should be used to being part of a commercially orientated proactive executive team.

Please send full personal and career details, including current remuneration level and daytime telephone number, in confidence to John Elliott, Coopers & Lybrand Deloitte Executive Resourcing Ltd, 43 Temple Row, Birmingham B2 5JT, quoting reference JE211.

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The role of Group Financial Controller is of key importance in achieving the Company's short and long term business objectives through the enhancement of strong reporting and control systems within an already established culture of financial discipline.

Responsible to the Executive Director (Finance), you will be tasked with maximising the performance of the UK operating companies through innovation, and the creative analysis of operating budgets and results against business plans. Specifically you will be responsible for the financial functions of Group consolidation, management reporting, statutory accounting, taxation and credit control.

A thorough knowledge of UK and US insurance accounting practice and procedures is necessary, together with a good understanding of the industry.



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Salary is negotiable to £55,000 plus a company car and a full range of financial sector benefits. In the longer term, there are clearly defined opportunities for further personal progression.

Our client is also looking for a young, ambitious, qualified Accountant, who would be responsible for management reporting, statutory accounting, taxation and financial systems in the Company's reinsurance operation. Salary Indicator is circa £30,000 plus car.

If your credentials match our profiles, please write immediately to our Advising Consultant, John L. Thompson (ref 1476) of Thompson Associates Limited, at Compton House, Selston Road, South Croydon, Surrey CR2 6PA. Fax: 081-680 9773.

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EXECUTIVE SELECTION

Finance Director

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One of the 57 first wave Trusts, the Lifecare Trust looks after mentally handicapped people throughout London and the South East, with a particular concentration in the Croydon-Caterham area. It is already Britain's largest body of its sort, and leads the field in moving people out of institutional care into small community homes. Whilst quality of care is central to its concerns, the Trust is also a substantial business, with a staff of about 1,000, a turnover in excess of £20 million a year and capital assets of £40 million; and if it is to serve those in its care as well as possible, it must be run efficiently.

Reporting to the Chief Executive and Board, a Finance Director is sought to lead the finance function and provide strategic input and

advice as to the pursuit of the Trust's objectives. The immediate priorities will be to continue the process of bringing the Trust's attitudes and procedures fully into line with best commercial practices, and to provide input into the Business Plan due to be submitted to the Government in Spring 1992.

You should be a qualified accountant, preferably CA, with experience as a finance director. You will need to combine a strong personality with an inherent empathy for both the concept of care and the nature of the Trust's work. Sound commercial, managerial, accounting and especially corporate finance skills are required. Age is not an issue, and neither is sex nor colour; your ability to contribute constructively and get

the job done effectively is what counts. The structure of the package is flexible according to your personal circumstances and priorities, and is further enhanced by a performance related bonus. To pursue this interesting combination of both helping to run a large enterprise plus giving something back to the community, contact Hamish Davidson for an informal discussion or write to him quoting reference H/1179/FT enclosing full CV and remuneration details.

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Applicants should ideally be computer literate experienced accountants with extensive tax knowledge gained in a major firm of accountants, a similar large partnership or in commerce. They must also demonstrate that they have the maturity and communication skills to be readily accepted at the highest level.

A competitive remuneration package is offered and salary will not be a limiting factor for the right applicant.

Please write, enclosing a full career/salary history and daytime telephone number, to David Tod BSC FCA quoting reference D/996/FT.

HEAD OF THE FIRM'S TAX

c£50,000 + car

Divisional Financial Controller

West Yorkshire

c£35,000 + benefits

Our client is a £350 million turnover division of a major plc with manufacturing facilities across Europe.

Reporting to the Divisional Chief Executive, you will be responsible for the analysis, consolidation and reporting of financial results against budgets, and for the evaluation of capital projects and new ventures. Additionally, you will provide a support service to all operating units in achieving Group standards and in improving their information systems.

Salary is for discussion as indicated, and the attractive benefits package includes a quality car, bonus and first class pension arrangements.

Please write with full details. These will be forwarded to our client. List separately any companies to whom your application should not be sent. Neil McLaughlin, ref: 501/25/3, MSL Advertising, Ebor Court, Westgate, Leeds LS1 4ND.

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THE ROLE

- Responsible for the review, analysis and consolidation of divisional strategic plans, budgets and monthly reports. Preparation and production of group statutory accounts. Control of accounting policies and procedures.
- Taking the lead in resolving complex international accounting issues arising from extensive treasury operations, taxation matters and from acquisitions and joint ventures.
- Managing and developing a team of qualified staff. Strengthening relationships with divisional finance and other group specialist departments.

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Please reply, enclosing full details to:
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071-973 0889Financial Management - Multinational - FMCG
Middlesex

Our client is part of a well known US multinational involved in the manufacture and distribution of branded consumer food products. The UK division, with a turnover in excess of £110 million, has undergone a major reorganisation and now seeks to strengthen its finance function as part of its planned growth strategy. As a result of this there is a requirement for two high calibre individuals to assume key management positions.

Financial Planning Manager
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Reporting to the Finance Director, key areas of responsibility will include:

- ★ Assisting the development of strategic and operating plans.
- ★ Preparation and analysis of financial results on a monthly and quarterly basis including control of forecasting and budgeting activity.
- ★ Project Analysis.
- ★ Development and implementation of management information systems.
- ★ Assisting in developing the division's accounting and financial policies.

You will be a qualified accountant with at least five years' post qualification experience. Previous Financial Planning experience is essential, ideally obtained within the FMCG/Recal/Food industry sectors.

Strong interpersonal and analytical skills, commercial awareness and the ability to balance broad strategic thinking with a fine eye for detail are essential for both roles.

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Interested candidates should, in the first instance, forward a comprehensive CV to: Sajid Baloch MBA at Michael Page Finance, Windsor Bridge House, 1 Brocas Street, Eton, Berks SL4 6BW.

Financial Analyst - Marketing
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Commercial Directors, key responsibilities will include:

- ★ Provision of financial input into marketing, sales and advertising programmes.
- ★ Preparation of monthly financial projections in areas of pricing, cost analysis and capital expenditure.
- ★ Preparation and presentation of strategic and operating plans.
- ★ Development and implementation of management information systems within Sales and Marketing.
- ★ Control and maintenance of the Sales and Marketing financial information database.

Candidates must be qualified accountants with at least 2 years' post qualification experience in a product-driven environment.

Aer Lingus

Chief Executive - Finance

The Aer Lingus Group operates Ireland's national airline together with substantial diversified and international interests comprising hotel operations, the provision of services to other airlines and various commercial subsidiaries and investments. Group turnover is in excess of £800m, and there are more than 12,000 employees.

Reporting to the Group Chief Executive, the position carries responsibility for the overall Finance function with particular accountabilities in Group financial control and treasury management. In addition, as a member of the top management team, the person appointed will be expected to make a

significant contribution to the corporate planning process.

The requirement is a proven record of accomplishment in a senior financial role within a large commercial organisation experience of major international transactions is also essential. The remuneration package and benefits will be discussed at interview and will fully reflect the importance of this role in the context of the Group's strategic development. Location: Dublin.

Please write stating how you meet the requirement and enclosing a Curriculum Vitae to D.M. Hand at MSL Group Limited, Newmount House, 22/24 Lower Mount Street, Dublin 2, quoting reference 86003.

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The prime role of Financial Controller is to provide effective financial and management control systems and to advise on the financial trends of the centre. This will involve a key contribution towards the overall formulation of the centre's strategic and business plans and ultimate accountability as a member of the senior management team, for its business performance. The person appointed will be assigned responsibility for Thatcham's legal, secretarial, regulatory and

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personnel policies. Some experience of these functions would be considered useful. A qualified accountant aged 35 or over is to be identified who possesses at least 5 years' financial and management experience ideally with a motor manufacturing, repair or retail business. A committed team player, you are a skilled communicator with both the written and spoken word and you are also able to demonstrate strong analytical, planning and organisational skills.

Operational exposure to computer systems is vital, as indeed is the determination to impact successfully across the wide-ranging responsibilities of the role.

Interested candidates should write with a full CV to John L. Thompson, our Advising Consultant, Thatcham Associates Ltd (Ref 1478), Compton House, Salter Road, South Croydon, Surrey CR2 6PA. Fax 081-630 9775.

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Bromley

Finance Director

Commercially minded, young Finance Director sought to restructure and lead financial operations of this Authority's 260m acute hospitals unit into the more business orientated and demanding environment of the Health Service in the 1990s. Very large, complex infrastructure with a £135m capital development plan for new hospital. New Chief Executive establishing top management team to tackle the challenges and opportunities presented by the Health Service reform and the achievement of Trust Status probably in 1992. Will suit a bright ambitious finance professional seeking early responsibility.

THE ROLE

- Reporting to the Chief Executive as part of small, focused management team. Responsible for the full spectrum of financial management.
- Leading the restructuring of the department to address reforms effectively and resource appropriately. Spearheading the introduction of commercial disciplines to optimise performance.
- Substantial contribution to future strategy and planning.

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Excellent Banking Package

Our client, a leading British bank, provides a range of distinctive financial services throughout the UK and internationally, aiming to be at the forefront of innovation and technology. Due to recent expansion, opportunities have arisen for high calibre accountants to join their corporate banking teams in each of the following cities: Birmingham, Leeds, Manchester and Southampton.

Reporting to the Regional Manager, specific responsibilities will include assessing complex lending proposals, analysis of industry sectors and management of current business and developing client relationships. Career prospects are extremely good within the organisation, however mobility will be required.

Successful candidates will be Chartered Accountants aged 25-30 years, who are likely to have trained in one of the 'Big 6' firms.

A strong analytical ability combined with effective communication skills and good interpersonal skills are a prerequisite. Experience of corporate advisory services or insolvency work would be a definite advantage. These are exceptional opportunities for those who have the initiative and scope to achieve the high standards demanded and who are keen to further their career in an environment which will recognise and reward ability.

Interested applicants should contact Ann Semple on 071-831 2000 or write to her, enclosing a full curriculum vitae and details of current salary package, at: Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Please state which location you wish to be considered for and also your travel plans for September 1991 as interviews will be held locally in the week beginning 23rd September.

TP
Michael Page City

International Recruitment Consultants
London Amsterdam Brussels Dusseldorf Paris Sydney

Laurentian Life
Finance Director

c. £45K package

The Laurentian Group is a leading international financial services organisation with operations in Canada, USA, UK, the Bahamas and Hong Kong. Worldwide the Group manages funds in excess of £8.3 billion of which £1.3 billion is invested on behalf of UK clients. The Group has an explicit commitment to the support and expansion of its subsidiary in the United Kingdom. Laurentian Life Plc is the largest UK Group company. An important element of the company's business development strategy is the creation of a new organisational structure based upon autonomous business units carrying full responsibility for their own profitability. As a result of this strategic intent a challenging opportunity has arisen for a high calibre Finance Director.

Reporting to the Managing Director with a functional line to the Finance Director, and operating as part of the senior management team, responsibilities will include statutory accounts, financial reporting, financial management, treasury and systems development. The individual will be involved in the strategic decision making process of both the business unit and the UK Group.

Successful candidates will be qualified accountants with a demonstrated track record in a senior management position within the life assurance sector. Strong communication skills and high level problem solving abilities are prerequisites. In return the company offers a highly competitive package including generous basic salary, full relocation assistance, executive car, performance related bonus and other large company benefits. For further information please write in strict confidence enclosing a full and comprehensive CV to:

Paul Toner or Paul Kinsey, ACMA
29 St Andrews Parade,
Bristol BS1 4UL

TP
Michael Page Finance

Specialists in financial recruitment
London Bristol Windsor St Albans Birmingham
Nottingham Manchester Leeds Glasgow & Worldwide

Finance Director
Natural Resources

For a fully quoted Plc with significant interests in Britain and North America. The company is strong financially and has firm plans for further growth.

• **RESPONSIBILITY** is to the Board for the establishment and leadership of the central finance function, control of financial policy, statutory accounting, evaluation, analysis and treasury.

• **THE NEED** is for a qualified accountant from an industrial background. Experience in a public company combined with a hands on approach is highly desirable. Energy and relevant experience are more important than age.

• **REMUNERATION** c. £50,000 + benefits. **Location** South Yorkshire.

Write in confidence, enclosing Curriculum Vitae, quoting reference 7415/FT to:

TK
SELECTION

8 Hallam Street, London W1N 6DJ. Tel: 071-580 6113. Fax: 071-631 5317

A DIVISION OF TYZACK & PARTNERS

Silcock Express

C £65,000 + BONUS + CAR

Group Finance Director

The Silcock Express Group is a dominant market leader in the vehicle distribution industry and has created a strong presence both in the UK and on the continent through its European subsidiaries. The Group has grown significantly in recent years to reach a current turnover of some £100 million and has firm plans to expand its activities further within Europe.

The Group requires a strong executive Group Finance Director with first rate leadership abilities to ensure proper financial disciplines are followed throughout the Group. As a board member you will be required to actively contribute to the commercial management and strategic development of its business activities which are likely to include further acquisitions and its flotation. A key responsibility will be ensuring that Group operating officers are well served with sound management information and financial analysis to successfully manage and develop the business.

You must be a graduate Chartered Accountant with several years' senior financial management experience in both operating company and group roles gained within organisations of excellent commercial standing. You must have experience of controlling overseas subsidiaries and be particularly strong on systems development and controls within the international arena for which a second European language would be highly desirable.

Please send full personal and career details, including current remuneration level and daytime telephone number in confidence, which will be forwarded to our client, to Christopher Haworth, Coopers & Lybrand Deloitte Executive Resourcing Ltd, 76 Shoe Lane, London EC4A 3JS, quoting reference CH863 on both envelope and letter.

Coopers & Lybrand Deloitte Executive Resourcing

THE WTH PORTFOLIO

Financial Controller/Director Designate South West/M4 Corridor

Our rapidly increasing profile in successfully completing senior financial recruitment assignments in the South West continues to generate considerable expansion of our activities. As a result, we are currently and regularly undertaking a number of unadvertised assignments throughout Avon, Wiltshire and Gloucestershire for senior financial management at Controller or Director level, in the salary range £40-£50,000. The companies concerned include major plc's and US companies with major subsidiaries or headquarter's in the area; in manufacturing (engineering/electronics), service industries, financial services, and privatised or quasi government bodies. We are equally involved with smaller, independent entrepreneurial companies seeking to strengthen their management teams.

If you are interested in being considered for such opportunities I would be delighted to hear from you. Please address your resume to Wayne Thomas, WTH Portfolio, Wheale Thomas Hodgins PLC, 9 Unity Street, College Green, Bristol BS1 5HH.

WHEALE THOMAS HODGINS PLC

SYSTEMS DEVELOPMENT ACCOUNTANT

CITY

AGE 28-36

EXCELLENT PACKAGE TO £40,000

This institution is a major British based International banking group, operating in more than 60 countries. As a result of a recent strategic initiative to improve management information throughout the group, an excellent opportunity has arisen within the UK Banking division.

Reporting to the Chief Financial Officer of the business unit, responsibilities include:

- Planning and controlling MIS development

- Systems analysis and design
- Liaison with other areas of the Group to ensure cost effective transfer of best practice
- Staff management and training.

The successful applicant will be a qualified accountant with a proven track record within the financial services sector. Experience of implementing major systems projects, coupled with sound technical accounting knowledge is essential. This challenging position demands a

strong communicator with good management ability, who wishes to develop a long term career within the group.

Benefits package will include a mortgage subsidy, executive car, subsidised loans, health and life cover and a non contributory pension scheme.

Interested candidates should contact George Corbett on 071-379 3333 (fax 071-915 8714), or write enclosing a detailed CV, to Robert Walters Associates, 25 Bedford Street, London WC2E 9EP.

ROBERT WALTERS ASSOCIATES

LONDON WINDSOR BIRMINGHAM BRUSSELS ANTWERP AMSTERDAM

Financial Controller / Director Designate

£50,000 package

Our client, a small listed company in the property sector, requires a Financial Controller/Director Designate. Responsibilities include control of the accounting function, together with the production of published information, tax and corporate planning and budgeting, and dealing with personnel, computing and general administrative matters. Other areas to be covered include the appraisal of investment opportunities, advising on appropriate structures and negotiating with banks and joint venture partners. Of special importance is the creation and maintenance of sources of banking and equity finance, and liaising with the company's professional advisers.

This is a challenging role in a successful and well respected company based in Central London. It would suit a self-motivated individual used to working on his or her own initiative, in their mid-thirties. The requirement is for sound technical expertise coupled with a strong commercial approach.

The package includes a fully expensed car, medical insurance and participation in share option and bonus schemes.

Please forward your curriculum vitae to

George Corbett

Robert Walters Associates

Chartered Accountants

MAXFA
International
Britannia House 50 Great Charles Street Queensway
Birmingham B3 2LY
Telephone 021-236 7711 Fax 021-236 2778

Head of Finance

c.£60k plus car, bonus & mortgage subsidy Salisbury

The nineties will see much change and rationalisation in the financial services industry — particularly in the insurance sector. In response Friends Provident, with around £8 billion of assets under management worldwide, has already adopted vigorous strategies to maintain profitability, increase market share and expand its international presence.

The Group is currently looking for a visionary Head of Finance for whom the prospect of being an integral part of this process of change is as fulfilling as it is exciting.

Responsible for a team of around 35, the demands of the role should not be underestimated. Friends Provident is a complex international business marketing a very wide range of

financial services products. The resulting group structure, tax and accounting issues which arise are challenging to say the least. As the Group positions itself to seize the opportunities presented over the next few years, the skills of 'change management' which you will be called upon to exercise will be extensive.

Qualified, aged 35-50, you will have a background of managing large teams and the financial affairs of a complex business, ideally though not necessarily financial services. Of critical interest will be your experience in reacting flexibly and innovatively to change, of providing comprehensive and meaningful management information to assist commercial decision-

making, and your track record as an influencer. You will be capable of earning respect and credibility in a role as a key advisor at the heart of a business.

For the finance professional who can rise successfully to the challenges, the opportunities within the Group are considerable! To discuss this further, please call Hamish Davidson on 071-939 6312. Alternatively, write in confidence with full CV, quoting reference H/1195 and current salary to:

Executive Selection Division
Price Waterhouse
Management Consultants
Milton Gate
1 Moor Lane
London EC2Y 9PB
Fax: 071-638 1358

Chief Accountant

c.£30,000+car+benefits South London

Established as the UK market leader in its field, this company is highly profitable and has ambitious plans for future growth. Already operating a nationwide service, expansion is planned overseas and, in order to help achieve this, a Chief Accountant is required to strengthen the financial team.

Reporting to the Finance Director, you will take responsibility for the financial control of the company, including financial/management accounts, budgeting,

cash management and financial statistics.

A qualified accountant, ideally ACA, you will have a minimum of 5 years' post qualification experience, preferably gained within a commercial environment. You must be fully computer literate with strong accounting and systems skills. You will also be highly self-motivated and have excellent management and communication skills. This is very much a "hands on" role in which you will participate in running the

business and anticipating its future needs.

This is an exciting opportunity for an individual to progress his/her career. If you are interested, please write, enclosing full CV and salary details and quoting reference number P/1193 to Heather Thomas at:

Executive Selection Division
Price Waterhouse

Management Consultants

Milton Gate

1 Moor Lane

London EC2Y 9PB

Largotim
OPEN SYSTEMS FOR INDUSTRY

Group Finance Director

West Midlands c.£35,000 + Bonus + Share Options + Executive Car

Largotim Holdings Limited have established themselves as major niche players in computer solutions for industry. Central to their success has been a focus on effective teamwork, an enviable reputation for service and client satisfaction and a programme of sustained growth and profitability.

In line with their ongoing development and the goal of PLC status, the Chairman wishes to appoint a Group Finance Director following the promotion of the previous incumbent.

As Group Financial Director, you will take full responsibility for the co-ordination, planning and direction of the financial management of the Group. This will involve the supervision of Group financial and management accounting and operation of financial systems, as well as an active contribution to strategic planning.

Applications are invited from candidates with a proven track record in a similar role and from an equally fast-moving and commercially-orientated environment.

Experience of frontline accountability and of dealing with professional advisors, including The City, will be sought. Furthermore, experience of treasury management and company secretarial duties is preferred.

The successful candidate will be a Chartered Accountant who can meet those demands and who is, by nature, a dynamic and energetic individual and a team player. A high degree of commercial acumen is necessary along with a recognition of the "hands-on" nature of this role. A highly competitive salary and benefits package is offered and there exists strong prospects for personal development and progression.

To apply, please write to Steven French, quoting reference B/358/91, with full career and salary details.

KPMG Executive Selection
KPMG Peat Marwick, Peat House,
2 Cornwall Street, Birmingham B3 2DL

Management Accountants for Consultancy

London based to £50K+Car

KPMG Management Consulting has opportunities for several management accountants to join its Financial Management Group to work in a range of industries on cost management, management information and analytical studies. The Group is a leader in these areas and has a consistent growth record and a substantial workload.

We are looking for graduate accountants with between four and seven years post qualification experience in industry who are currently holding Finance Director, Chief Accountant or Financial Controller posts, probably in self accounting divisions of blue-chip companies. We would be particularly interested in people from high technology sectors including pharmaceuticals, aerospace and electronics.

We need people with sound technical skills and man-management experience, gained in major companies with a reputation for effective management accounting and reporting. Of equal importance are highly developed inter-personal skills, enthusiasm and a sense of humour.

We enjoy being members of a very strong and successful group. If you would like to join us please write with your CV which should include academic achievement, professional qualifications and salary history to John Gerard, Recruitment Manager, KPMG Management Consulting, 8 Salisbury Square, London EC4Y 8BB. Please quote reference FMJ91FT.

KPMG Management Consulting

Chief Financial Officer

Oxford

Salary Negotiable

Founded in 1989, our company is a supplier of software research tools both to the international pharmaceutical and chemical industry and to academia.

Following rapid organic growth, we have now reached the stage where a CFO is required to provide finance and administrative support for the commercial decision making process of the business.

Reporting to the Managing Director, the CFO will be required to establish a comprehensive computer based management information system. In addition, he or she will have the opportunity to play a significant role in the future development of the company and its continued expansion plans for Europe, N. America and the Far East.

The ideal candidates will be computer literate qualified accountants, preferably science graduates, aged 25 to 30 and with at least two years PQE. An attractive remuneration package for the right candidate will include equity options and a profit-related bonus.

This is a fast moving environment which will suit an energetic self-starter looking for an opportunity to become involved in the development of an exciting and forward thinking business.

Interested candidates should write in the first instance, enclosing a full CV, to Box A1638 Financial Times, One Southwark Bridge, London SE1 9HL.

OXFORD MOLECULAR

The Financial Times
proposes
to publish the
Chartered Accountants
Final Examination Results
on

Thursday
26th September, 1991.

For further information
and advertising rates

please call
Richard Jones
on 071-873 3460



ROYAL BROMPTON
NATIONAL HEART & LUNG HOSPITALS

Director of Finance

Circa £40K plus performance bonus and other benefits.

The Royal Brompton National Heart and Lung Hospitals Special Health Authority has a challenging mandate to provide leadership in research, education and clinical service. We now need an exceptional financial executive who will provide leadership in financial management and planning.

As an executive member of our Board of Governors and a key player in our Senior Management Team, you'll be challenged to contribute your vision and knowledge as we proceed to develop our programmes and resources.

You should have senior management experience, either in the NHS itself or in a similar organisation, a track record of sustained achievement and first class communication skills.

The reward package will include an excellent salary plus performance bonus, relocation package and pension scheme.

Informal enquiries to: Bill Bain, Chief Executive, Telephone: 071-351 8653

Information package from: Personnel Department, Telephone: 071-351 8650

Applications in writing, enclosing curriculum vitae, to: Chief Executive, Royal Brompton National Heart & Lung Hospitals, Sydney Street, London SW3 6NP. Applications to be received not later than 30th September 1991.

Finance Manager

£30,000 + Car

West Midlands

Our client is the UK operation of a major international organisation, a world leader in its field. Significant changes in the company's UK sales and distribution strategy will result in the formation of a new operational structure.

Reporting to the Managing Director, you will be a key member of the senior management team in a business with a current turnover of £20 million but projecting significant growth.

The primary task will be to provide the professional lead in all financial management decisions through the analysis and interpretation of monthly financial and management accounts. Overall, however, you will be responsible for financing, accounting, statutory and corporate reporting, order administration and credit management. An early objective will be the introduction of systems and procedures and a MIS facility to serve a multi-site operation.

Probably aged 30-35, you must be professionally qualified and likely to be a

graduate. Your broad based financial and management accounting experience, which should include strength in credit management, should have been gained in an international company preferably involving the distribution of capital equipment.

An accomplished manager, you will be adept at leading and motivating effective teams and your presentation and communication skills will enable you to deal at all levels within the organisation and with customers.

Numerate and computer literate you will need a great deal of self motivation and energy plus a willingness to play a wider role in the overall management of the business.

Success will be well rewarded through an excellent remuneration package and the opportunity of promotion to Director status. The benefits will include relocation assistance to the West Midlands where necessary.

Please write enclosing full CV to Barric Witt, at Austin Knight Consulting Ltd, Tricorn House, 51-53 Hagley Road, Edgbaston, Birmingham B16 8TF quoting Ref. LS 841.

**Austin
Knight**

GROUP FINANCIAL CONTROLLER

City

to £50,000 + executive package

This independent, City-based, international finance and investment plc continues to enjoy an enviable record of growth and profitability. With interests including general financing, aerospace, equities and foreign exchange, as well as tax-driven asset finance structures, they are among the market leaders in their field.

In order to maintain this outstanding rate of growth, the company now seeks to recruit a top flight Financial Controller who can make a meaningful contribution to and complement its senior management team.

Reporting directly to the Managing Director, the Controller will run the entire group finance function and manage a small team. The role will encompass all aspects of financial planning and analysis, timely preparation of management accounts and supervising the administration of the group's extensive and varied portfolio.

4 Whitchurch Parade,
Whitchurch Lane,
Edgware,
Middlesex HA8 6LR.



Tel: 081-954 8166
Fax: 081-954 1755

A qualified accountant aged 28-35, you will have a minimum five years' commercial experience, probably gained within a financial services environment. A "hands-on" management style, coupled with good interpersonal and motivational skills are prerequisites to be successful in this challenging and highly competitive environment.

The attractive base salary is supported by a comprehensive benefits package.

Progression within this entrepreneurial company will be limited only by individual ability.

Interested applicants should telephone Jonathan Cohen, on 081-954 8166 or fax 081-954 1755, or write to him enclosing a detailed CV at the address below.

CHIEF ACCOUNTANT

AGE 27-32

c£32,000 + BENEFITS

CITY

As a result of an internal promotion, an opportunity has arisen within the commercial banking arm of this British based International bank, operating out of 700 offices worldwide.

Reporting to the Chief Financial Officer of the UK Banking business unit, the chief accountant will be responsible for:

• Planning, organising and reviewing the production of management information

- Preparation of commentary on financial performance and variance analysis
- Systems analysis and design
- Training and management of a team of 10 staff

Having already been in a line accounting position for a minimum of two years, the successful candidate will be a qualified accountant who can demonstrate excellent interpersonal and management skills. A self-motivator who wishes to develop a career within

ROBERT WALTERS ASSOCIATES

this progressive and dynamic group would be ideal.

Remuneration will include an executive car, mortgage subsidy, preferential loan scheme, health and life cover and a non-contributory pension.

Interested candidates should contact George Corbett on 071-379 3333 (fax 071-915 8714), or write enclosing a detailed CV, to Robert Walters Associates, 25 Bedford Street, London WC2E 9HP.

LONDON WINDSOR BIRMINGHAM BRUSSELS ANTWERP AMSTERDAM

EUROPEAN
FINANCE DIRECTOR
Financial Services Expansion

c.£55,000 + Car

London

A major British financial services company, part of a large international group, is embarking on an aggressive European expansion programme, largely through acquisition.

We are seeking a Finance Director, with demonstrable European experience, to establish and manage a financial function, capable of providing the necessary financial control, reporting procedures and support for a network of European operations. The European Finance Director will also have finance responsibility for existing operations in various European countries as well as work closely in support of the acquisition team.

The successful candidate will be a qualified accountant, probably aged 32-45 years, and have previously built an effective finance function, ideally in a service sector

company. The working language of the company is English although it is not necessary for candidates to be UK nationals. Experience of working in a European country outside the UK is essential as is a good working knowledge of French and/or German.

Remuneration is negotiable for a candidate with the appropriate experience and interpersonal skills and is supported by a generous range of large company benefits.

Please reply in confidence, giving concise career, personal and salary details to Peter Sandham, quoting Ref L599.

Egor Executive Selection
58 St. James's Street
London SW1A 1LD



United Kingdom · Belgium · Denmark · France · Germany · Italy · Netherlands · Portugal · Spain · Sweden

European Tax Manager

£55,000 + Usual Banking Benefits

A major multinational financial institution is seeking an individual to assume overall responsibility for the European tax function. Working with a small team, the successful candidate will work closely with other members of the Corporation's financial departments to co-ordinate tax compliance, tax planning and management of the European legal entities. In addition, there will be liaison with the business managers to assist with, and advise on new product development. Regular contact is necessary with the US tax department, in order to integrate European and US tax planning.

Key requirements of this high profile position include a thorough knowledge of European tax systems and a solid understanding of US tax laws and treaties. Candidates capable of assuming such a role will require a minimum of seven years' international corporate tax experience within an established environment. The individual must possess strong leadership capabilities, excellent interpersonal skills, management experience, self-motivation, be a good negotiator and have the presence to command respect from members of the worldwide organisation.

Interested candidates should send a detailed C.V. quoting Ref. 401 to Jane Hayes at BBM Associates Ltd., who will forward it directly to our client.

Please list, in a covering letter, any organisations to whom you would not want your C.V. sent. All applications treated in the strictest confidence.

76, Watling Street, London EC4M 9BZ



Tel: 071-248 3653 Fax: 071-248 2814

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UNIVERSITY OF CAMBRIDGE

HEAD OF INTERNAL AUDIT

This is a new appointment within the Financial Board Office to lead and strengthen the Internal Audit Unit, whose main role is to examine compliance with accounting procedures.

The successful candidate is likely to be a graduate accountant, preferably chartered, with at least two years post-qualification audit experience gained in practice or with a major organisation. The ability to relate to the objectives of a non-profit making organisation, initiative and good communication skills are essential attributes.

The post holder will report to the University Treasurer, and will be given considerable freedom to develop the effectiveness of the audit function.

Further particulars can be obtained from the Treasurer (tel. 0223-332209) at the address below. Applications, including a C.V. and the names of two referees, should be sent to the Registrar, The Old Schools, Cambridge CB3 1TN. Closing date 20 September.

The appointment will be for a fixed term of 3 years with the possibility of renewal for a further 2 years. Initial salary will not be less than £26K.

The University follows an equal opportunities policy.

Financial Controller

Specialist mail order business

North West

to £30,000 + car + benefits

This dynamic and well-managed £120m turnover division of a prominent Plc continues to pursue a strategy of innovative and aggressive exploitation of its specialist marketplace. Recent substantial investment in customer service facilities has helped to improve performance in a competitive industry. This new role will be a key factor in translating these achievements into solid bottom-line earnings.

The Role

- Introduce enhanced standards of performance within the financial accounting functions.
- Focus technical expertise and commercial judgement on bad debt and stock provisions, VAT liability and other areas of potential exposure.
- Closely monitor cost levels and BOCE.
- Report to Finance Director; supervise large team via group of managers.

Please reply in writing enclosing full cv, quoting Ref: M626.



Amethyst House, Spring Gardens, Manchester M2 1EA. Tel: 061-834 0618. Fax: 061-832 9123.
MANCHESTER - LIVERPOOL - LEEDS

The Requirement

- Qualified graduate accountant, early to mid 30's.
- Experience of fast-moving commercial operations, preferably within the retail/mail order sector.
- Strong background in financial accounting and reporting, ideally within large computerised environment.
- Good organiser; feet on ground; eye for detail.

Group Accountant

c. £27,000 + car + benefits

Appleyard Group PLC is a major national motor retail chain in the UK (turnover c. £400m). Operating through several autonomous divisions, it is exceptionally well placed to take advantage of an upturn in the economy both organically and by strategic acquisition. Due to an internal promotion, a graduate Chartered Accountant is now needed to further develop the role of Group Accountant, based at the Head Office in Harrogate.

The Role

- Consolidate and review monthly divisional accounts, quarterly forecasts and annual budgets.
- Heavy involvement in statutory accounts; treasury management.
- On-going development of MIS, particularly spreadsheet reporting.
- Acquisition and investment appraisals; regular financial analysis exercises.
- Constant liaison with divisions and exposure to Board members; part of small Head Office team.

Please reply in writing, enclosing full cv, quoting Ref: M627.

Preferably a graduate Chartered Accountant with up to 3 years PQE. Age 25-35.

The Requirement

- Excellent communication and presentation skills; ability to liaise at all levels.
- Technically first-rate and computer literate; able to react effectively under pressure; well-organised.
- Self-motivated, confident and ambitious; commercially aware.

Please reply in writing, enclosing full cv, quoting Ref: M627.



Amethyst House, Spring Gardens, Manchester M2 1EA. Tel: 061-834 0618. Fax: 061-832 9123.
MANCHESTER - LIVERPOOL - LEEDS

CREATIVE INVESTIGATIVE ACCOUNTANT

South London
To £35,000 + car

Our client, one of the country's leading construction and civil engineering groups is long established and has an enviable record of continued success.

With a widely spread network of operating companies it is essential that the group has a strong internal audit team.

Reporting to the Head of Group Audit you will be an important member of a small team undertaking a wide range of review and investigation assignments both in the UK and overseas.

You will review and monitor the effectiveness of financial and operating systems and controls, investigate and validate financial reporting, ensure group accounting and financial

policies are adhered to, and carry out ad-hoc assignments. In your late 20's or early 30's and a qualified accountant you will probably have passed the Audit Senior Stage and be looking for your first major move into the commercial sector. This is a challenging role and you must have well honed analytical and communication skills. Opportunities for further career progression within such a large international company are exceptional.

The remuneration package, which includes a bonus element, is negotiable up to £35,000 and benefits include a company car, private health insurance, pension and life assurance schemes and relocation assistance, where appropriate.

Please send full CV, which will be forwarded to our client, quoting ref: G/2079/FT to Steve Higgins, PA Consulting Group, Advertising and Communications, 123 Buckingham Palace Road, London SW1W 9SR.

PA Consulting Group
Creating Business Advantage

Executive Recruitment - Human Resource Consultancy - Advertising and Communications

FINANCE DIRECTOR

c. £50,000 plus bonus

A superb opportunity in South Yorkshire

Our client is a well-established Division of a leading UK based international industrial group. The Division is a manufacturing and marketing operation with an impressive growth record, both in the UK and abroad. Sales are c. £160 million.

Reporting to the Managing Director, the Finance Director will join a team of top level professionals. The requirement is for an experienced manager who will personally take control of the function and contribute to the profitable growth of the business by:

- providing strong financial direction to the division
- developing further the existing information systems
- assisting in planning and implementing the divisional strategy through the 1990s.

Applicants must be fully qualified accountants and be able to provide clear evidence of first class performance in the management of finance functions in manufacturing industry. Effective communication skills, both verbal and written, are of prime importance.

In addition to the basic salary there is a performance-related bonus. Usual major company benefits are included; car, BUPA, insurance, etc, and, where appropriate, relocation assistance to this attractive environment.

Please write enclosing CV for the personal attention of N Deville (Ref 997) County Business Consultants, 61 Lower Hillgate, Stockport, Cheshire SK1 3AW.

PCHA is one of the largest and most progressive Housing Associations in the country managing over 8,000 homes in the North West London area. We have a development programme in excess of £40m and are continuing to expand and diversify into new areas of operation.

Chief Accountant

£25,246-£31,694

+ Excellent pension conditions, 32 days holiday and other benefits.

The successful applicant will be a qualified accountant, highly computer literate with a hands on management style. He/she will have had rapid success in a fast track environment and will demonstrate both exceptional technical skills and the ability to be innovative and proactive. Excellent communication skills both oral and written are also essential.

For further information and application form, please contact Pauline Nambhard, PCHA, Canterbury House, Canterbury Road, London NW6 6SU. Tel: 071-372 5671. If you would like to discuss this post, please telephone Anu Vedi on the above number for an informal chat.

Closing date: 27th September 1991.
Interview date: 14th October 1991.
The Association is developing its equal opportunities policy and welcomes applications from all sections of the community. People with disabilities are encouraged to apply for all our posts.

PC HA

FINANCE DIRECTOR

Midlands to £40,000, car

The principal subsidiary of a highly successful plc, the client is a forward thinking and ambitious manufacturer and distributor of consumer products. This is a Board appointment with full stand-alone responsibility for all aspects of financial management and reporting to the Group. A key task will be to develop practical costing systems for this fast moving multi-product operation. The Group is acquisitive and offers substantial career opportunities. Aged 30 to 40 and probably a chartered accountant, candidates should be experienced to at least Financial Controller level and have seen, first hand, most aspects of management in a sales oriented manufacturing company. First class technical and computer skills are essential. The salary is supported by a quality car and an attractive benefits package. Please forward in absolute confidence a full curriculum vitae to Adderley Featherstone plc, 6 Lisbon Square, Leeds LS1 4LY. Tel: 0532 444074. Fax: 0532 451578.

ADDERLEY FEATHERSTONE plc

Executive Search • Management Selection • Human Resource Consultancy

LONDON • GLASGOW • LEEDS • NEWCASTLE

OVERSEAS MANAGER

Listed company has a challenging position for a dynamic senior Chartered Accountant, with at least 10 years experience in commerce, to take responsibility for the accounting and financial functions of their overseas marketing operations.

He will be based in Monaco, and a working knowledge of French would be desirable.

The position offers excellent career and salary prospects for the successful candidate.

Contact: Mr Alwyn A. Smith, 14 Av De Grande Bretagne, MC 98000 Monaco. Fax: (33) 93 25 32 79

c £50,000 + BONUS + CAR

SOUTH EAST

European Finance Director

This is an exciting opportunity to head up the European finance function of a highly successful US Corporation. In Europe, the Group is primarily involved in the manufacture and distribution of consumer products and is entering an important stage in its development.

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